

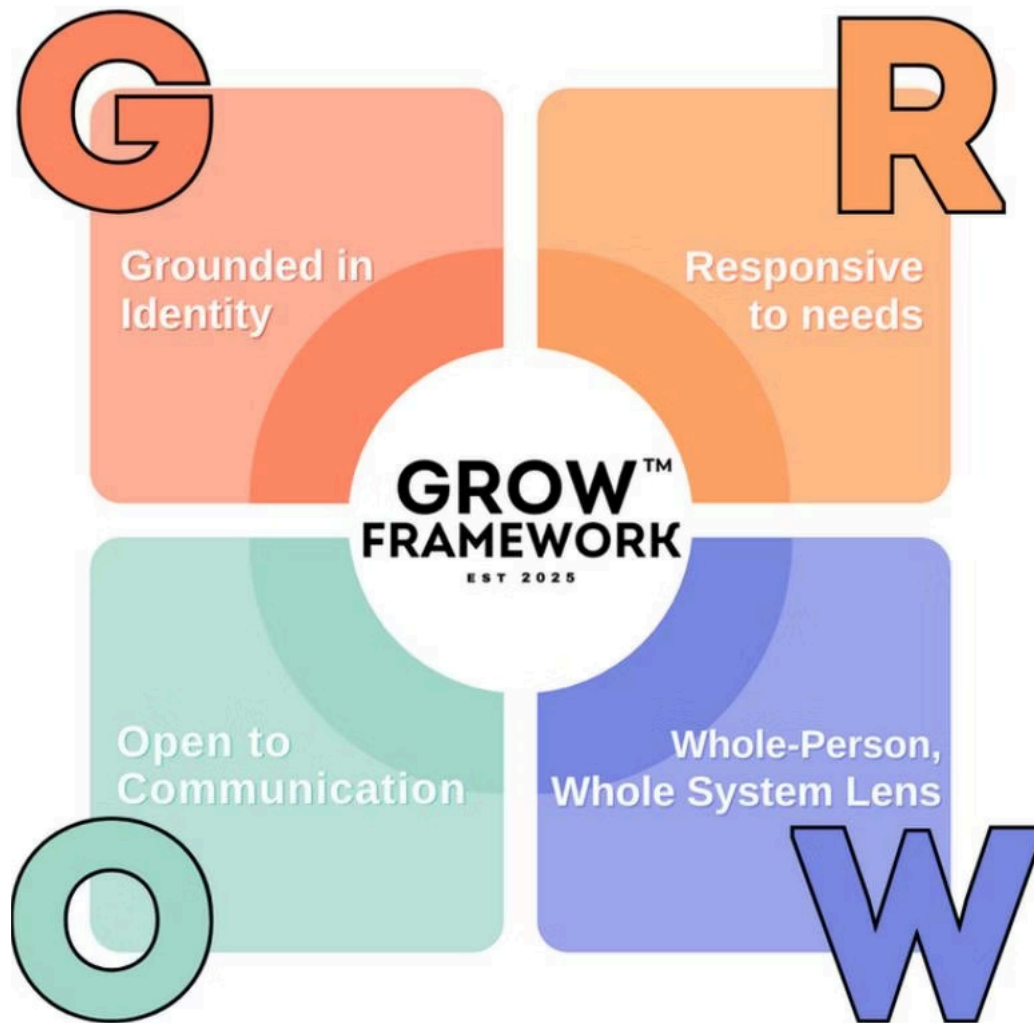


GROW™ NEUROAFFIRMING FRAMEWORK

EST. 2025

AUSTRALIA'S FIRST NEUROAFFIRMING BEHAVIOUR SUPPORT FRAMEWORK

A landmark framework that places neurodivergent identity, unmet needs, and authentic communication at the heart of every behaviour support decision. Designed for practitioners, educators, and support professionals who are ready to move from compliance to genuine connection.



The GROW™ Framework at a Glance

The GROW™ Framework is Australia's first neuroaffirming behaviour support framework – a structured, values-led approach that transforms how practitioners understand and respond to behaviour. Rather than targeting behaviour for reduction or compliance, GROW™ positions behaviour as meaningful communication rooted in identity, unmet needs, and lived experience.

Built on four interconnected pillars – **Grounded in Identity**, **Responsive to Needs**, **Open to Communication**, and **Whole-Person, Whole System Lens** – the framework provides a coherent, evidence-informed foundation for practice that is both compassionate and clinically rigorous. Each pillar reinforces the others, creating a holistic approach that honours the complexity of neurodivergent experience.

G – Grounded in Identity

Recognising and affirming neurodivergent identity as fundamental to wellbeing.

R – Responsive to Needs

Acknowledging that all behaviour stems from unmet physical, emotional, sensory, and relational needs.

O – Open to Communication

Embracing diverse forms of communication beyond speech, including movement, scripting, AAC, and visuals.

W – Whole-Person, Whole System Lens

Understanding that behaviour occurs within contexts – environments and relationships must adapt, not the individual.

What's the Problem with Traditional Behaviour Support?

For too long, behaviour support has focused on **compliance, not compassion**. Conventional frameworks have prioritised reducing or eliminating so-called "challenging behaviours" — often without pausing to ask why those behaviours are occurring or what the person is trying to communicate through them. Reward charts, token economies, and behaviour management plans have been deployed in the name of helping, while frequently causing long-term harm through suppression, masking, and shame.

Traditional approaches treat behaviour as a problem to be fixed rather than a signal to be understood. They ask practitioners and families to modify the person to fit an environment — rather than modifying the environment to genuinely support the person. This fundamentally misaligns with what we now know from neuroscience, lived experience research, and affirming practice: that neurodivergent individuals deserve support that starts with who they are, not with what others want them to do or stop doing.

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Controlling & Suppressing Behaviour

Prioritising "fixing" or reducing behaviours leads directly to masking and suppression of authentic self — causing lasting psychological harm.

Enforcing Compliance Over Understanding

Focusing on compliance rather than root causes results in emotional burnout, anxiety, and loss of autonomy and trust for the individual.

Surface Behaviour Focus

Aiming to reduce the behaviour rather than understand why it's happening or offer compassion leads to internalised shame and eroded connection.

The GROW™ Shift: From **Control** to **Connection**

Traditional approaches tried to make neurodivergent people fit into environments that weren't designed for them. GROW™ changes the fundamental question at the heart of behaviour support. Instead of asking "**How do we reduce behaviours?**" we ask: "**What is this person communicating, and how can we support their wellbeing?**"

This shift is not merely philosophical – it has profound practical implications for how assessments are conducted, how support plans are written, and how practitioners show up in the lives of the people they support. It is a shift from power-over to power-with, from compliance to collaboration, and from fear-based management to safety-based connection. The GROW™ Framework provides practitioners with the language, tools, and conceptual scaffolding to make this shift confidently and sustainably.



TRADITIONAL



- CONTROLLING BEHAVIOUR ●
- SUPPRESSING IDENTITY ●
- ENFORCING COMPLIANCE ●
- FOCUSING ON SURFACE ●
- CAUSING BURNOUT & SHAME ●

GROW™



- AFFIRMING IDENTITY ●
- UNDERSTANDING COMMUNICATION ●
- MEETING UNMET NEEDS ●
- BUILDING PSYCHOLOGICAL SAFETY ●
- PROMOTING WELLBEING & CONNECTION ●

Why GROW™ Is Different

The GROW™ Framework is grounded in the intersection of two critical pillars: **lived experience** and **evidence-based practice**. It is not a theoretical abstraction – it was developed through deep engagement with neurodivergent individuals, families, and communities, and reflects what actually works when the goal is genuine wellbeing rather than surface compliance.

GROW™ is the first framework in Australia to bring neuroaffirming behaviour support into a structured, certifiable professional pathway. It acknowledges that the field has long needed a coherent alternative to behavioural compliance models – one that practitioners can apply with confidence, that families can trust, and that neurodivergent individuals can experience as genuinely supportive rather than controlling. It helps practitioners shift from compliance to connection, so neurodivergent children, teens, and adults feel safe to learn, grow, and thrive.



Affirms Neurodivergent Identity

Recognises identity as the foundation of wellbeing – not something to be corrected or conformed away.



Understands Behaviour as Communication

Every behaviour has meaning. GROW™ equips practitioners to decode that meaning rather than suppress it.



Prioritises Unmet Needs

Addresses the root causes of behaviour – sensory, emotional, relational, and physical – rather than surface presentations.



Builds Psychological Safety

Creates environments where neurodivergent individuals feel safe enough to be authentically themselves.



Reduces Long-Term Harm

Moves away from practices that cause masking, burnout, and shame – increasing long-term wellbeing outcomes.

G — Grounded in Identity

The first pillar of the GROW™ Framework recognises that neurodivergent identity is not a deficit, a disorder to be remedied, or a cluster of deficits to be managed. It is a fundamental, valid, and valuable aspect of who a person is. When behaviour support begins with this recognition, everything changes: the goals shift, the language shifts, and the relationship between practitioner and individual shifts into one of genuine respect and affirmation.

Grounded in Identity means practitioners understand that many behaviours serve **identity-protective functions**. Stimming, echolalia, refusal, withdrawal, and a host of other presentations are often not problems — they are adaptations, self-regulation strategies, or expressions of a self that has not felt safe to exist as it is. When we stop pathologising these expressions and start understanding their purpose, we create the conditions for real connection and growth.

This pillar draws on research into neurodivergent identity development, autistic and ADHD lived experience, and the growing body of literature on identity safety. It invites practitioners to examine their own assumptions about what is "normal" or "appropriate," and to position neurodivergent identity not as something to be changed, but as something to be honoured.

What Identity-Affirming Practice Looks Like

- Using affirming, person-first or identity-first language as preferred by the individual
- Recognising stimming and self-regulation behaviours as valid and functional
- Avoiding goals that require masking or suppression of authentic self
- Supporting individuals to understand and embrace their own neurodivergent identity
- Designing environments that welcome, not pathologise, neurodivergent expression

Moving Away From

- Deficit-based language and framing
- Goals centred on appearing neurotypical
- Compliance as a measure of success
- Treating masking as adaptive or desirable
- Pathologising natural neurodivergent traits

R — Responsive to Needs

The second pillar rests on a foundational truth that the GROW™ Framework treats as non-negotiable: **all behaviour stems from unmet needs**. This is not a simplification — it is a clinically grounded, evidence-informed reframe that has transformative implications for practice. When we accept that behaviour communicates need, we stop asking "How do we make this stop?" and start asking "What is this person telling us they need right now?"

Responsive to Needs means practitioners develop deep fluency in identifying the full spectrum of needs that may underlie behaviour: physical needs such as hunger, pain, and fatigue; sensory needs around input and regulation; emotional needs for connection, safety, and validation; and relational needs involving trust, predictability, and belonging. Each of these dimensions interacts with the others, and skilled neuroaffirming practitioners learn to hold this complexity without reducing it.

This pillar also challenges the field to move beyond reactive support — waiting until behaviour escalates — toward proactive need identification and environmental design. When environments are structured to anticipate and meet needs before they become unmet, behaviour changes not because it was managed, but because the person is genuinely supported.

Physical Needs

Hunger, fatigue, pain, interoception, and physical comfort all profoundly influence how individuals regulate and respond.

Sensory Needs

Sensory seeking or avoiding behaviours signal unmet regulatory needs that require environmental and support responses.

Emotional Needs

Connection, safety, validation, predictability, and co-regulation are essential — not optional — for wellbeing and learning.

Relational Needs

Trust, belonging, and authentic relationship are the foundation upon which all other support rests.

○ — Open to Communication

The third pillar of GROW™ calls practitioners to radically expand their understanding of what communication is and how it happens. In many settings, communication is narrowly equated with spoken language — but neurodivergent individuals communicate through a rich, diverse array of modalities. Movement, gesture, eye contact or its absence, stimming, scripting, writing, drawing, behaviour itself — all of these are forms of communication that deserve the same respect and interpretive attention as speech.

Open to Communication means embracing **Augmentative and Alternative Communication (AAC)**, recognising the communicative function of scripting and echolalia, understanding that behaviour is always communicating something, and creating relational environments where diverse communication is welcomed rather than corrected. This pillar has direct implications for how practitioners conduct assessments, write support plans, and interact moment-to-moment with the people they support.

It also means attending to the communication environment itself. Is the environment predictable enough for this person to feel safe communicating? Are there visual supports and AAC tools readily available? Are all members of the support network using consistent, affirming communication approaches? Open to Communication is both a clinical stance and a systems-level commitment.

Diverse Forms of Communication

- Augmentative and Alternative Communication (AAC)
- Scripting and echolalia
- Movement and gesture
- Visual supports and symbols
- Writing, drawing, and creative expression
- Behaviour as a primary communicative act

Practitioner Responsibilities

- Learn to interpret diverse communication styles
- Support access to preferred AAC tools
- Avoid requiring verbal response as proof of understanding
- Create low-demand communication environments
- Model and affirm all communication attempts
- Train whole teams in consistent communication approaches

W — Whole-Person, Whole System Lens

The fourth pillar of the GROW™ Framework addresses one of the most persistent failures of traditional behaviour support: the tendency to locate the "problem" entirely within the individual, while leaving environments, systems, and relationships unchanged. A Whole-Person, Whole System Lens insists that behaviour always occurs within a context — and that context must be understood, and often changed, as part of any meaningful support response.

This means practitioners engage not only with the individual, but with the full ecosystem surrounding them: families and carers, school or workplace environments, disability support services, community settings, and the systemic factors — including trauma, discrimination, and chronic unmet need — that shape the individual's experience. Neurodivergent individuals should not have to adapt themselves to fit systems that were never designed for them. Systems must adapt.

Practically, this pillar asks practitioners to conduct environmental assessments, engage families and teams as partners, advocate for systemic changes, and design supports that hold the whole person — their history, identity, relationships, strengths, and needs — at the centre. It is a fundamentally ecological approach to human wellbeing.



Family & Home Systems

Supporting family members to understand and implement GROW™ principles across home environments for consistent, safe support.



Educational Settings

Adapting classroom environments, routines, and expectations to meet neurodivergent needs rather than demanding conformity.



Community & Services

Working across disability, health, and community services to ensure consistent, identity-affirming support at every touchpoint.



Systemic Advocacy

Challenging policies and practices that perpetuate harm, and advocating for structural changes that honour neurodivergent identity.

This Is More Than Training — It's a Movement

"Change doesn't happen through compliance. It begins with **connection**."

Every practitioner who becomes GROW™ certified is not just adding a qualification — they are joining a growing movement of professionals who have committed to doing this work differently. A movement grounded in the understanding that neurodivergent individuals deserve support that starts with who they are, not what others want them to do or stop doing. A movement that believes environments should flex to accommodate people, not the other way around.

Be the kind of practitioner who embodies neuroaffirming support — not as a label, but as an ongoing commitment to honouring neurodivergent identity, supporting authentic self-expression, and creating spaces where every individual can truly belong. This is a commitment to ethical, compassionate, evidence-informed practice that places the person — their identity, their needs, their communication, their whole life — at the centre of everything.



Who is GROW™ For?

- Behaviour support practitioners and clinicians
- Occupational therapists, speech pathologists, psychologists
- Educators and school support staff
- Disability support workers
- Parents, carers, and family advocates
- Program designers and service managers
- Policymakers and sector leaders

Why Become a GROW™ Certified Practitioner?



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Becoming a GROW™ Certified Practitioner means more than completing a training program. It means aligning your practice with a framework that is genuinely different — one that is backed by lived experience and evidence, shaped by policies and best practice, and designed to equip practitioners with the skills, tools, and community they need to create lasting, meaningful change in the lives of neurodivergent individuals.

The certification pathway is flexible, self-paced, and designed to honour neurodivergent access needs. It includes online video modules, downloadable tools, live training components, and a professional community that sustains practitioners beyond the initial training. Whether you're early in your career or a seasoned clinician, GROW™ certification provides a structured, values-aligned foundation for ethical, affirming practice.

Clarity

Understand the 'why' behind behaviour, not just the 'what'.

Confidence

Use practical, neuroaffirming tools with real and measurable impact.

Credibility

Align with a strengths-based, evidence-informed framework recognised across Australia.

Connection

Join a community of values-aligned professionals committed to change.

Capacity

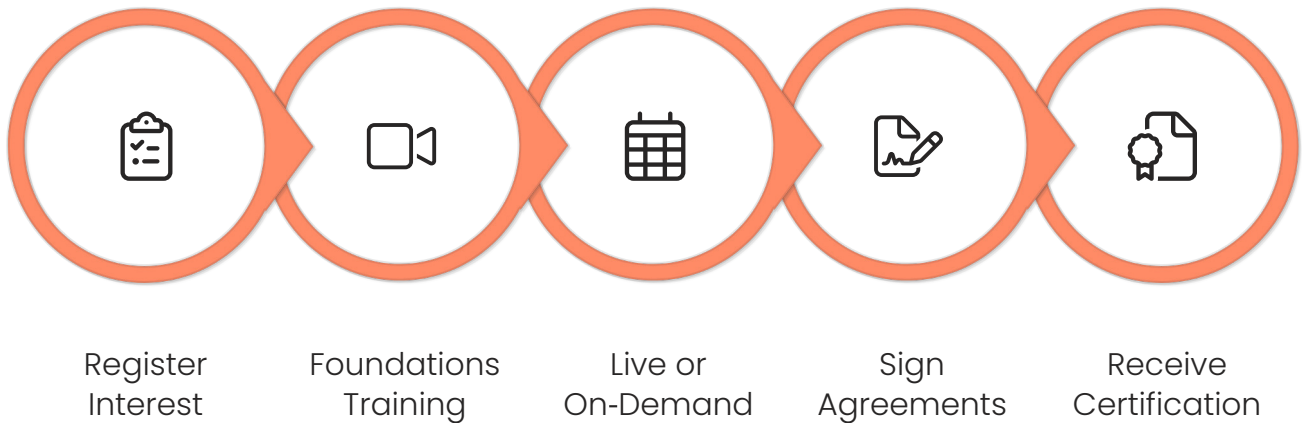
Create lasting change in homes, schools, and services across the sector.

Certification

Be recognised for safe, ethical, and affirming practice in your field.

The Certification Journey

The GROW™ practitioner pathway is designed to be accessible, flexible, and deeply supportive. Each step is structured to build on the last, ensuring that by the time you receive your certification, you have genuinely integrated the framework into your thinking, language, and practice – not simply completed a checklist. The pathway honours different learning styles, energy needs, and professional contexts.



Foundations training is available online and self-paced, making it possible to begin your GROW™ journey at any time of year.

Live training cohorts run in January, April, July, and October, with the Foundations course open for enrolment and immediate access all year round.

Payment plans are available for those pursuing the full Certified Practitioner pathway.

Pathway Overview: Four Levels of Practice

The GROW™ Practitioner Progression Pathway provides a structured, transparent framework for professional development in neuroaffirming behaviour support. It is designed to support practitioners at every stage – from those just beginning to explore neuroaffirming approaches, to experienced clinicians ready to lead and train others. Each level builds deliberately on the last, deepening both knowledge and practical capability.

Level	Title	Target Audience	Focus	Outcome
Foundations	GROW™ Foundations	Parents, educators, entry-level workers	Understanding behaviour through a neuroaffirming lens	Foundational knowledge
Level 1	Certified GROW™ Practitioner	Allied health & education professionals	Safe application of framework	Competent practitioner
Level 2	Advanced GROW™ Practitioner	Experienced practitioners	Complex case application & leadership	Advanced practitioner
Level 3	Master Trainer (Licensed)	Organisations & sector leaders	Training others & scaling framework	Certified trainer

All levels of the pathway are aligned with NDIS expectations around practitioner suitability, capability development, safeguarding awareness, evidence-based practice, and documentation and risk management. Progression between levels requires demonstrated application of GROW™ principles, reflective capability, and engagement in supervision.

GROW™ Foundations

The GROW™ Foundations program is the entry point into the framework – an accessible, practically grounded introduction designed for parents and carers, educators and school staff, entry-level disability support workers, and community members who want to understand behaviour through a neuroaffirming lens without requiring prior clinical training.

Delivered entirely online through self-paced modules, Foundations uses accessible language, real-life examples, and practical tools to introduce the core concepts of the GROW™ Framework. Participants learn to reframe their understanding of behaviour, identify environmental and sensory influences, and begin applying practical strategies in the contexts they already work and live in.

Core Learning Areas

Identity

Understanding neurodivergence and moving away from deficit-based thinking.

Needs

Behaviour as communication – identifying and responding to unmet needs.

Communication

Recognising communication differences and responding in supportive ways.


Whole Person / System

Environmental and relational influences on safety and connection.

Learning Outcomes

After completing Foundations, participants will:

- Understand behaviour through a needs-based lens
- Identify environmental and sensory influences on behaviour
- Feel more confident supporting children and adults
- Begin applying practical, affirming strategies
- Have a clear pathway into Level 1 Practitioner Training

 **Entry Requirements:** No pre-entry requirements. Open to all.

Certified GROW™ Practitioner – Level 1



Level 1 certification is designed for professionals working in allied health, education, disability support, and related fields who are ready to move from understanding the GROW™ Framework to **applying it safely and confidently in practice**. This level bridges conceptual knowledge and real-world implementation – equipping practitioners with the tools, frameworks, and reflective practices to work with neurodivergent individuals in a way that is genuinely affirming.

The Level 1 program builds on the Foundations training and includes five core video modules, a comprehensive Practitioner Manual of over 100 pages, downloadable tools and templates, reflection guides, and participation in live or on-demand implementation training. Practitioners who complete Level 1 receive official GROW™ certification, a digital certification badge, and listing in the GROW™ Practitioner Directory – a signal to families, employers, and the sector that they practise with integrity, compassion, and genuine neuroaffirming commitment.

Competency Expectations

- Demonstrate understanding of GROW™ principles in practice
- Reflect on behaviour through a needs-based lens
- Implement basic strategies safely and ethically
- Participate in peer supervision
- Maintain fidelity to the GROW™ Framework

Evidence Requirements

- Completion of all online modules
- Participation in live or on-demand training
- Completion of reflection activities
- Engagement in peer supervision
- Signing of Fidelity & Practitioner Agreement

What's Included: Level 1 Certification

The Level 1 Certified GROW™ Practitioner package is comprehensive — designed to give practitioners not just knowledge, but the practical tools and professional recognition to implement GROW™ with confidence from day one. Every resource has been carefully designed to be accessible, practically grounded, and immediately useful in real-world settings.

5 Core Video Modules

Engaging, accessible video content covering each pillar of the GROW™ Framework with real-life examples and application guidance.

GROW™ Practitioner Manual

A comprehensive 100+ page reference manual covering theory, application, tools, and case examples for ongoing use in practice.

Downloadable Tools & Templates

A full suite of ready-to-use assessment, planning, and communication tools aligned with the GROW™ Framework.

Reflection Guides


Structured reflection prompts to deepen learning, support supervision conversations, and build reflective practice habits.

40+ Editable Canva Templates

Customisable visual templates and worksheets for use with individuals, families, and teams — professionally designed and branded.

Official Certification & Directory Listing

GROW™ Practitioner certification badge, certificate of completion, and listing on the public GROW™ Practitioner Directory.

 **Entry Requirements:** Allied health, education, disability, or related role — OR lived experience plus a relevant practice role. Commitment to neuroaffirming practice required.

Advanced GROW™ Practitioner



Level 2 is designed for experienced practitioners who have completed Level 1 certification and demonstrated sustained application of GROW™ principles in their practice. At this level, the focus shifts from **applying to leading** – developing advanced clinical reasoning, complex case analysis, system-level intervention skills, and the capacity to mentor and support others in the framework.

Advanced practitioners develop deep fluency in working with complexity: multi-layered needs involving trauma, chronic stress, sensory processing differences, and relational rupture; complex behaviour patterns that require sophisticated functional analysis; and system-level challenges that require advocacy, coordination, and sustained multi-agency collaboration. They also deepen their capacity for identity work – supporting individuals through burnout, masking, and the complex intersection of neurodivergence and mental health.

Completion of Level 2 opens the pathway to trainer and facilitator roles, and positions practitioners as recognised leaders in neuroaffirming behaviour support within the sector. This level requires demonstration of advanced capability through case study submission, supervision participation, and peer review.

Advanced Identity Work

Supporting identity development and self-concept. Addressing masking, burnout and mental health in neurodivergent individuals.

Complex Needs Analysis

Multi-layered needs across trauma, sensory, and relational dimensions. Interpreting complex behaviour patterns with nuance.

Advanced Communication Support

Integrating AAC and communication systems. Supporting relational communication environments across teams and settings.

Whole System Intervention

Working across schools, families, and services. Systems-level problem solving and multi-agency coordination.

Level 2: Competencies & Evidence Requirements

Competency Expectations

Advanced GROW™ Practitioners will demonstrate:

- Advanced clinical reasoning in complex behaviour support
- Ability to develop comprehensive, GROW™-aligned support plans
- Leadership capability in team environments
- Ability to mentor and guide Level 1 practitioners
- Strong risk and safeguarding awareness
- Consistent reflective and ethical practice

Evidence Requirements

- Case study submission demonstrating GROW™ alignment
- Demonstrated application of framework in practice
- Participation in structured supervision and peer review
- Completion of advanced training modules

Entry Requirements

- Completion of Level 1 GROW™ certification
- Demonstrated application of GROW™ in practice
- Participation in supervision and peer learning

- **Level 2 Outcome:** Advanced GROW™ Practitioner certification, recognition as an experienced practitioner, eligibility for advanced-tier Directory listing, and potential pathway into facilitator and trainer roles.

GROW™ Master Trainer — Licensed Model



The Level 3 Master Trainer pathway is designed for organisations and experienced practitioners who are ready to take the GROW™ Framework beyond their individual practice — delivering training within their own teams, embedding the framework across services, and scaling neuroaffirming practice at a systems level. This is a licensed model: Master Trainers are authorised to deliver GROW™ training under a formal licensing agreement that ensures fidelity, quality, and ethical alignment.

This level is appropriate for senior practitioners, team leaders and clinical leads, training providers, and organisations seeking to build internal capability in neuroaffirming behaviour support. It requires completion of Level 2 certification, demonstrated advanced application of the GROW™ Framework, and experience in supervision, mentoring, or training roles. Entry is by application and approval process to ensure consistency and quality across all licensed trainers.



Leadership in Neuroaffirming Practice

Leading cultural and practice change across organisations. Embedding identity-safe approaches into systems and teams.



Training & Facilitation Skills

Delivering engaging and accessible training. Adapting GROW™ content to different audiences, contexts, and access needs.



Fidelity to the Framework

Maintaining consistency of framework delivery. Quality assurance processes to protect the integrity of GROW™ practice.



System Implementation

Embedding GROW™ into whole organisations. Supporting schools, services, and teams to adopt neuroaffirming practice at scale.

Master Trainer: Licensing & Responsibilities

The GROW™ Master Trainer licensing model is designed to protect the integrity of the framework while enabling it to reach far more people than a single team could achieve alone. Licensed trainers become part of a professional community committed to consistent, high-fidelity delivery of GROW™ training – and receive the resources and support they need to do this well. The licensing model is both a quality assurance mechanism and a recognition of the significant responsibility that comes with representing the GROW™ Framework in training contexts.

What Licensed Trainers Receive

- Organisational GROW™ Training Licence
- Full facilitator resource package
- Presentation materials and training guides
- Foundations course access for their teams
- Inclusion in trainer directory (future)
- Opportunity to scale impact across organisations

Responsibilities of Licensed Trainers


- Deliver training in alignment with GROW™ principles
- Maintain fidelity to the framework at all times
- Participate in ongoing professional development
- Represent the framework ethically and professionally
- Uphold quality assurance and fidelity standards

- 📄 **Level 3 Entry:** Completion of Level 2 certification + demonstrated advanced application of GROW™ + experience in supervision, mentoring, or training roles + application and approval process.

Compare GROW™ Packages

Choose the pathway that best matches your professional context, goals, and the level of commitment you are ready to make. All packages include the foundational resources needed to begin implementing GROW™ principles immediately. The Certified Practitioner pathway adds the structure, live training, community, and professional recognition needed to practise with confidence and credibility. Payment plans are available for the certification pathway — contact the GROW™ team to discuss options.

Included	Foundations — \$499	Certified Level 1 — \$1,500	Advanced Certified Level 2 — \$2,500	Master Trainer Level 3 — TBA 2027
5 Core Video Modules	✓	✓	✓	✓
GROW™ Practitioner Manual (100+ pages)	✓	✓	✓	✓
Downloadable Tools & Templates	✓	✓	✓	✓
Reflection Guides	✓	✓	✓	✓
Printable Visuals & Templates	✓	✓	✓	✓
Certificate of Completion	✓	✓	✓	✓
5-Hour Implementation Training	✗	✓	✓	✓
Ongoing PD Webinar Series	✗	✓	✓	✓
40+ Editable Canva Templates & Worksheets	✗	✓	✓ + Governance Documents and Report Templates	✓ + Governance Documents and Report Templates
Fidelity Checklist & Practitioner Agreement	✗	✓	✓	✓
Official GROW™ Practitioner Certification	✗	✓	✓	✓
Directory Listing as Certified Practitioner	✗	✓	✓	✓
Branding Access (badge, templates, visuals)	✗	✓	✓	✓
Ongoing Professional Development & Peer Community	✗	✓	✓	✓
Lifetime Access to All Content & Updates	✗	✓	✓	✓
Licensed Trainer Package & Organisational Resources	✗	✗	✗	✓

 ***Payment Plans Now Available** for our Certification Pathway. Chat to our team for more information.

Supervision & Support Across the Pathway

Supervision is not an add-on in the GROW™ Practitioner Pathway – it is a core component of safe, ethical, and reflective neuroaffirming practice. Each level of the pathway includes a supervision requirement that is calibrated to the complexity and responsibility of that level. This ensures that practitioners are not just completing training, but genuinely integrating the framework into their practice with appropriate support and accountability.

Grow Therapy Services ensures fidelity to the GROW™ Framework through structured supervision processes, a clear competency framework, practitioner reflection tools, and ongoing training and updates. This commitment to quality assurance means that GROW™ certification is meaningful – a genuine signal of competence, values-alignment, and safe practice that families, employers, and the sector can trust.



Progression Criteria & NDIS Alignment

The GROW™ Practitioner Progression Pathway is designed with rigour and transparency. To move from one level to the next, practitioners must demonstrate genuine growth – not just time served, but real integration of GROW™ principles into their thinking and practice. This approach protects the integrity of the certification and ensures that GROW™ practitioners are recognisable for consistent, high-quality, neuroaffirming practice across the sector.

Progression Criteria

To advance between levels, practitioners must demonstrate:

- Consistent application of GROW™ principles in real-world practice
- Ability to identify and respond to unmet needs across multiple dimensions
- Safe, ethical, and affirming practice at all times
- Genuine reflective capability and commitment to growth
- Active engagement in supervision at the required level

Alignment with NDIS Expectations

This pathway supports practitioners to meet NDIS requirements including:

- Practitioner suitability and worker screening compliance
- Structured capability development
- Safeguarding awareness and risk management
- Evidence-based, documented practice
- Ongoing professional development obligations

The framework's alignment with the Australian Disability Strategy and NDIS quality and safeguarding standards makes GROW™ certification not just professionally valuable, but strategically important for organisations seeking to demonstrate their commitment to ethical, evidence-aligned, neuroaffirming disability support practice.

Upcoming 2026 Cohorts – Registrations Now Open



GROW™ certification cohorts run throughout the year, with live training events offering the opportunity to connect with fellow practitioners, deepen your learning, and consolidate your understanding of the framework in a supported, community setting. The Foundations course is available online and open for immediate enrolment all year round – you can begin your GROW™ journey today.

1

April – Level 1 Certification

Live Training: 17th April 2026

Level 1 Certified GROW™ Practitioner cohort.
Registrations open now – secure your place early.

2

July – Level 2 Certification

Live Training Date: TBC

Advanced GROW™ Practitioner cohort. Entry requires completion of Level 1. Expressions of interest now open.

3

October – Level 1 Certification/ Re-Certification

Live Training Date: TBC

Second Level 1 cohort of the year. Ideal for those who missed April or are needing to complete a refresher to maintain their certification.

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Online Foundations

Open All Year Round

Enrol and start learning immediately. Self-paced, fully online, accessible any time. No cohort required.

[Register Your Interest](#)

[Learn More About Foundations](#)

Join the Movement

"Be part of a growing community of educators, therapists, practitioners, and support professionals who are choosing **connection over compliance** — and reshaping systems with compassion, equity, and deep respect for neurodivergent identity."

The GROW™ Framework is more than a certification — it is an invitation to practise differently, think differently, and show up for neurodivergent individuals with the depth of understanding and commitment they deserve. Every practitioner who completes this pathway becomes part of a community that is actively reshaping the landscape of behaviour support in Australia.

Whether you are a parent seeking to better understand your child, a therapist looking to align your practice with your values, or a sector leader ready to embed neuroaffirming culture across your organisation, the GROW™ Practitioner Pathway has a place for you. The journey begins with a single step — and that step can begin today.

Start with Foundations

Open all year. Enrol online and begin immediately. No prerequisites required.

Certify at Level 1

Join an upcoming cohort and gain official GROW™ Practitioner certification.

Lead at Level 2 & 3

Advance into leadership, complex practice, and training roles across the sector.

[Register Interest Now](#)

[Contact the GROW™ Team](#)

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