



**Department Goal #1: Development of a comprehensive professional development resource for special services staff.**

**District Key Expectations:** Each student demonstrates academic growth and success.

**Strategic Plan Goal 2:** Whole Child – Invest in the whole child to fully develop their social, emotional, mental and physical health.

**Strategy A:** Make a personal connection with each child to better understand their individual needs.

**Supporting Data** (evidence of need). In partnership with the Collaboration for Effective Educator Development, Accountability and Reform (CEEDAR), the Council for Exceptional Children (CEC) has published a set of high-leverage practices (HLPs) for special educators. The HLPs are organized around four areas of practice: collaboration, assessment, social/emotional/behavioral, and instruction. From these core areas there are 22 practices that have been proven to improve student outcomes when implemented. To provide multiple options for accessing professional development, the Special Services Department will develop an online resource with a collection of content pertaining to the HLPs. This content will support student growth in all areas and reinforce strategies for addressing individual student needs.

<b>Measures:</b>	<b>Targets:</b>
An online resource will be created for professional development and will be made accessible to staff.	This will be completed by June 1st, 2023

<b>Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>
Introduce the structure for a professional development resource to the special services leadership team	Amy Ernst	September 2022
Review materials to be posted as professional development resources and post these resources to the professional development site	Amy Ernst, Tessa Newby, Breanna Landrus, Megan Felder, Danielle Winkelman	November 2022-May 2023
Introduce professional development resource to staff	Breanna, Megan, Danielle	May 2023

*To be completed in July:*

**Accomplished:**                      ☐ **Yes**                      ☐ **No**                      ☐ **In Progress**

**Actual Results:**

**Future Steps:**

**Department Goal #2: Implementation of the Ukeru System**

**District Key Expectations:** Everyone in our schools experiences a safe, comfortable, and caring environment.

**Strategic Plan Goal 2:** Whole Child – Invest in the whole child to fully develop their social, emotional, mental and physical health.

**Strategy D:** Provide an environment of safety for each child's social, emotional and physical well-being.

**Supporting Data** (evidence of need). Ukeru is a crisis management technique built on an approach of comfort rather than control. This system was developed by Grafton Integrated Health Network in an effort to eliminate restraints and seclusion without compromising employee safety. Through these efforts, Grafton reduced the use of restraints by more than 99 percent and eliminated seclusion. They also noted a dramatic decrease in injuries in both their clients and staff. This system is now available to schools and allows districts to have certified trainers who share information regarding behavior, trauma informed practices and the impact of trauma on the brain. This training emphasizes the importance of universal precautions for trauma and offers strategies to support a trauma-informed learning environment. The training also offers physical skill approaches to support safe responses in crisis situations, expanding staff tools.

<b>Measures:</b>	<b>Targets:</b>
All buildings will receive training in the Ukeru system and select teams will receive specific physical skills training.	By May 2023

<b>Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>
Training in Ukeru provided to all certified staff and ESPs	Ukeru Trainers: Amy Ernst, Tessa Newby, Steve Carlson, Jessica Grundmann	August 2022
Ukeru follow-up discussions at each school site	Ukeru trainers	September 2022 - February 2023
Ukeru physical skills training provided to select school teams	Ukeru trainers	September 2022 - May 2023

*To be completed in July:*

**Accomplished:**                      ☐ **Yes**                      ☐ **No**                      ☐ **In Progress**

**Actual Results:**

**Future Steps:**

**Department Goal #3: Development of a parent engagement activity for PK-21 families of students receiving special education services.**

**District Key Expectations:** Everyone in our schools experiences a safe, comfortable, and caring environment.

**Strategic Plan Goal 4:** Engagement – We engage our community by fostering a positive relationship between key stakeholders and our schools.

**Strategy F:** Utilize multiple methods and channels of communication.

**Supporting Data (evidence of need).** Based on feedback received from our procedures team, leadership team and Special Education Advisory Council, we have identified a need to provide expanded opportunities for parent engagement. The Special Services Department in collaboration with the Special Education Advisory Council is seeking to provide a parent night for families that will address a variety of topics, allowing families of students with special needs a new opportunity for engagement and communication with the department.

<b>Measures:</b>	<b>Targets:</b>
A parent engagement event will be held that will include topics pertaining to families of students with special needs across all age levels in our system.	By April, 2023

<b>Strategies</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>
Gather input from Special Education Advisory Council (SEAC) regarding content, logistics and communication	Amy Ernst, Tessa Newby	November 2022
Seek additional input from staff regarding content for the event	Amy Ernst, Tessa Newby	December 2022
Seek community partners, speakers and volunteers for event	Amy Ernst, Tessa Newby	January 2023
Create marketing materials for event and review with SEAC	Amy Ernst, Tessa Newby	January 2023
Share marketing materials to advertise the event	Amy Ernst, Tessa Newby	January 2023-April 2023
Host parent engagement night	Amy Ernst, Tessa Newby SEAC	April 2023

*To be completed in July:*

**Accomplished:**                      ☐ **Yes**                      ☐ **No**                      ☐ **In Progress**

**Actual Results:**

**Future Steps:**