

JANUS
ACADEMY
SOCIETY

ANNUAL EDUCATION RESULTS REPORT
2016 – 2017 &
THREE-YEAR EDUCATIONAL PLAN
FOR 2017 - 2020





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Message from the Board Chair

The 2016 – 2017 was a successful year for Janus Academy. We had five of our students graduate from our school program. This created the opportunity for children at our elementary school to move to the Jr./Sr. high school and openings at the elementary school for new children to join Janus Academy.

We are currently looking at new and innovative ways to offer core curriculum programming to our students with lower staff to student ratio's while continuing to have 1:1 ratios for those students not yet ready to transition to these new circumstances. We will continue to work on this model so that it may be introduced into the next school year.

Like many private schools we continue to try and find ways to meet the increasing demand of our services with the limited physical space we have. The Board of Directors has made finding a larger facility one of their main focuses and hopes to find a location that will fit our student growth as well as our financial abilities

We continue to advance our four areas of development outline in our current strategic plan:

1. A unified facility for all the Janus Academy
2. A plan for increased staff retention, professional development and evaluation
3. A comprehensive fund development and communications plan
4. A governance board model, adopting best practices of the sector

As our Board continues to make the transition from an advisory board to a governance model, we are actively recruiting new members who will assist us with the use of their expertise in each of these focus areas. This, along with the support of our families and staff will help to ensure our success in reaching our goals.

We continue to live our Mission of being recognized as a leader in specialized education and the facilitation of lifelong community integration of children and youth with Autism. This is a team effort and we appreciate the dedication and commitment to professionalism exhibited by our staff. We are also grateful to the parents and families of our students for their on-going support.

We look forward to an exciting year ahead.

Sincerely,



Mona E. Johnson
Board Chair

Board of Directors:

Officers: Mona Johnson, Board Chair, Nick Heffernan, Vice Chair, Bill de Jong, Treasurer; Pat Gartner, Secretary;

Directors: Raj Bal, Maxine Jones-Sine

Accountability Statement



The Annual Education Results Report for the 2016 – 2017 school year and the Education Plan for the three years commencing September 1, 2017 for the Janus Academy Society were prepared under the direction of the Board in accordance with its responsibilities under the Private Schools Regulation and the Education Grants Regulation. The document was developed in the context of the provincial government's business and fiscal plans. The Board has used the results reported in the document, to the best of its abilities, to develop the Education Plan and is committed to implementing the strategies contained within the Education Plan to improve student learning and results.

The Board approved this combined Annual Education Results Report for the school year 2016-2017 and the three-year Education Plan for 2017/2019 on November 23, 2016.

Mona Johnson
Board Chair

Carlene Chrumka, CFRE
Executive Director



A Profile of the School Authority

The Janus Academy is an independent, not for profit school, that was established in 1997 by four families striving to meet the unique educational needs of their school aged children with Autism. Located in Calgary, the Janus Academy has grown to encompass all levels of education from ages 6 to 20 years and is housed in two campuses – Ramsay and Acadia campuses. Our Elementary School (Ramsay Campus) shares facilities with the CBE Ramsay School; our Junior and Senior High School (Acadia Campus) is located in the McDougall United Church in southeast Calgary. Our total student complement is 57 students and we employ 57 Teachers, Coordinators, Instructors and Administrative staff.

Janus Academy specializes in providing an educational approach that is based on the principles of Applied Behaviour Analysis within structured individualized instruction and small group teaching sessions. Each student's program is based upon an individualized Assessment of Basic language and Learning Skills (ABLLS) Revised (Parrington, James W. 2008), adapted Alberta Learning Curriculum, and a functional Behavioural Assessment for behaviours that may interfere with learning. Much emphasis is placed on the development of language and communication, socially appropriate behaviours, learner skills and academics, through a verbal behaviour approach and discrete trial teaching. Goals and objectives for each student are designed to facilitate independence and allow each student to grow and develop to their full potential.

The Janus Academy provides programming in education to students who possess skills across the Autism spectrum. As student profiles differ significantly, we have created different division within our program to target individual needs and group cohesiveness. Janus Academy classrooms are not formed by grades but rather by similar student profiles. We do our best to ensure that all students are placed within a peer group that will provide them with the most successful education.

Each student is given the opportunity to participate in a variety of school programs such as art, computers, physical education, music and cooking. These extra-curricular activities help to enhance each student's program and are designed specifically with the needs of each of our students



Foundation Statements

Publication

The Annual Education Results Report (AERR) for the 2016 – 2017 school year and the Education Plan for the three years commencing September 1, 2015 will be made available to the community on the Janus Academy website at www.janusacademy.org. Community partners and funders may receive a copy of the AERR and Three Year Plan within their information package. Parents whose children attend the Janus Academy will be provided a copy of these reports at the Annual General Meeting of the Janus Academy Society, or by request to the Administrative Office.

Our Vision

To be recognized as a leader in specialized education and the facilitation of lifelong community integration of children and youth with Autism

Our Mission

To empower and support children and youth with Autism and their families, maximizing their quality of life by providing excellence in innovative teaching techniques that meet their academic, social and emotional needs

Our Values and Beliefs

We embrace **INCLUSIVITY** by:

- Being **accessible** to the whole **Autism** community
- Being engaged
- Being collaborative

We practice **SAFETY** by:

- Ensuring the physical safety of our students, staff and volunteers
- Having compassion and ensuring the emotional safety of all of our stakeholders

We **RESPECT** all our children and youth, staff, parents, volunteers and our partners.

We practice **STEWARDSHIP** by:

- Being fiscally prudent
- Behaving ethically (**Ethical** behaviour respects the dignity, diversity and rights of individuals and groups of people)

We foster **TRUST** by:

- Being honest
- Ensuring all of our actions are in the best interests of the students

We strive for **EXCELLENCE** by:

- Adopting best practices
- Being flexible
- Being innovative and open to change
- Being professional and fair with all of our stakeholders



Trends and Issues

Alberta offers the greatest amount of school choice in Canada and is applauded for both the principle of choice as well as perceived benefits from competition in the education market place. Independent schools serve students in keeping with the learning and teaching strategies, education philosophy and belief system that animates each of them. In fact, Alberta is fortunate to have some eleven Designated Special Education Independent schools dedicated specifically to serving students and children with special needs; the Janus Academy is honoured to be amongst this distinguished category of educators.

The Janus Academy holds a unique niche in providing extremely low ratio learning environments for children and youth diagnosed on the Autism Spectrum (ASD). Recent media attention has brought to light that the prevalence of autism spectrum disorders (ASDs) is increasing; it is estimated that 1 in 65 children are now being diagnosed with ASD (Centres for Disease Control, 2012). The demand for enrollment at the Janus Academy grows and we are continually faced with turning away qualified students.

Outcome One: Alberta’s students are successful

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017		2017	Achievement	Improvement	Overall	2018	2019
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	0.0	*	0.0	*	0.0	0.0	Very Low	Maintained	Concern	0.0	0.0	0.0
Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	0.0	*	0.0	*	0.0	0.0	Very Low	Maintained	Concern	0.0	0.0	0.0

Comment on Results

Students at the Janus Academy work towards building not only academic skills, but also social skills that provide them a community of friends and social networks. Generally, the students enrolled in the Janus Academy are on a modified curriculum throughout their educational career and will transition into a supported adult program at completion of the grade 12 year. During the 2016/17 school year, Janus Academy had five students who completed their Certificate of Completion.

During the 2016 – 2017 school year, the Janus Academy had less than the required six students in many of the areas being measured for this outcome. Therefore the results are suppressed or marked not applicable.

Strategies

1. All of our students are diagnosed on the Autism spectrum (ASD) and coded for special needs
2. Individual learning plans and programs are developed in the fall semester for each student and monitored on a regular basis. The results of these plans are shared with parents at Parent/Teacher conferences held twice each school year, and modified as required, to ensure the development, progress and success of each student.
3. Janus Academy has successfully created an Adult Day Program that focuses on integrating young adults into their community using pre-vocational, vocational and daily living skills modules. As a result of the Adult Day Program has grown to include 18 young adults, all of whom have an autism diagnosis.

Outcome One: Alberta's students are successful (continued)

[No Data for Diploma Exam Results]

Performance Measure	Results (in percentages)						Target	Evaluation			Targets		
	2012	2013	2014	2015	2016	2017	Achievement	Improvement	Overall	2018	2019	2020	
High School Completion Rate - Percentage of students who completed high school within three years of entering Grade 10.	*	*	*	*	0.0	0.0	Very Low	n/a	n/a	n/a	n/a	n/a	
Drop Out Rate - annual dropout rate of students aged 14 to 18	0.0	34.4	0.0	0.0	0.0	0.0	Very High	Improved	Excellent				
High school to post-secondary transition rate of students within six years of entering Grade 10.	*	*	*	*	*		*	*	*				
Percentage of Grade 12 students eligible for a Rutherford Scholarship.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Percentage of students writing four or more diploma exams within three years of entering Grade 10.	*	*	*	*	0.0	n/a	Very Low	n/a	n/a	n/a	n/a	n/a	

Comment on Results

Evaluation marks have shown improvement in our programs and we have consistently shown a zero drop-out rate.

During the 2016 – 2017 school year, the Janus Academy had less than the required six students in many of the areas being measured for this outcome. Therefore the results are suppressed or marked not applicable.

Strategies

With the development and expansion of our Adult Day Program we anticipate continued achievement in this area as parents and families can see a continuum and transition plan developed for their children.

Outcome One: Alberta's students are successful (continued)

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017	2017	Achievement	Improvement	Overall	2018	2019	2020
Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.	86.7	n/a	80.6	85.2	89.1	85	Very High	Maintained	Excellent	85	85	85
Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.	100.0	n/a	71.4	n/a	70.0		Low	Maintained	Issue	70	70	70

Comment on Results

These results show a 2 year increase of almost 9%. These are very encouraging results for Janus.

The vast majority of the students enrolled in the Janus program are working towards volunteer or non-paid work experiences once they leave our school. Our practice of working with each student on an Individual Program Plan allows our educators to create opportunities that are designed specifically for each student to reach their maximum potential.

Strategies

Our ability to partner with other like-minded agencies and our access to our own transportation provides us with opportunities to grow, excel and achieve success in this area. Janus Academy will:

1. Continue to include social skill targets in each student's IPP
2. Provide training workshops for parents of Janus Academy students to provide them with the tools and resources to support the development of citizenship skills
3. Work with Speech Pathologists and Occupational Therapists to incorporate citizenship goals and themes for individual student programs
4. Maintain the community integration programs for the junior and senior high school level students to provide practice in developing citizenship skills
5. Create opportunities for volunteering within the community for junior and senior high school level students

Outcome One: Alberta's students are successful (continued)

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017	2017	Achievement	Improvement	Overall	2018	2019	2020
Percentage of teacher and parent satisfaction that students demonstrate the knowledge, skills and attitudes necessary for lifelong learning. <i>(This measure is required for charter and private school authorities with only K-9 schools)</i>	58.3	n/a	64.3	n/a	81.3	80	n/a	n/a	n/a			

<p>Comment on Results (OPTIONAL)</p> <p>This is a significant increase from the last noted results. We are very excited to see that parents and teachers feel the work we are doing with our students demonstrates the knowledge, skills and attitudes necessary for lifelong learning</p>
<p>Strategies</p>

Outcome Two: The systemic education achievement gap between First Nations, Métis and Inuit students and all other students is eliminated

(Results and evaluations for First Nations, Métis and Inuit measures are required for Public/Separate/Francophone School Authorities only)

[No Data for Overall FNMI Results]

Comment on Results
Strategies

Outcome Two: The achievement gap between First Nations, Métis, and Inuit students and all other students is eliminated (continued)

[No Data for Overall FNMI Results]

Comment on Results (OPTIONAL)
Strategies

Outcome Three: Alberta’s education system is inclusive

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017	2017	Achievement	Improvement	Overall	2018	2019	2020
Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.	93.1	n/a	92.1	100.0	100.0		Very High	Maintained	Excellent	100	100	100

Comment on Results

This high result score is acknowledgement of the dedicated work of our staff to ensure safety at all times for our students, and that all staff and students are treated with dignity and respect as well as treated fairly.

Strategies

The results in regards to the Safe School are very high and reflect the commitment of Janus Academy to strive towards its vision as the leader in specialized education for children and youth with Autism. Safety is at the heart of everything that we do. These results demonstrate that the students feel a sense of respect and belonging.

We continue to provide and teach safety procedures and emergency practices to ensure a safe and caring learning environment for our students, and a safe working environment for our employees.

We have created a Occupational Health and Safety committee that reviews and develops Policies and Procedures to ensure that all students and staff are in a safe environment

Outcome Four: Alberta has excellent teachers, school and school authority leaders

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017	2017	Achievement	Improvement	Overall	2018	2019	2020
Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.	67.4	n/a	72.9	85.7	87.0	85	Very High	Maintained	Excellent	86	87	88

Comment on Results (OPTIONAL)

Janus Academy functions as a learning collective with academic and behavioural methodologies developed in conjunction with a team of classroom professionals who focus on the individual and custom needs and requirements of each child. Teachers and Classroom staff receive specialized training in behaviours and skills necessary for children with severe special needs.

Students at the Janus Academy receive a wide-range of programs in conjunction with their academic instruction. Physical education is provided through Gymnastics, Soccer, Music and Dance classes by certified instructors.

Strategies

1. We continue to seek out new opportunities for our students as well as seeking private funds and grants to provide specialized programs in music and art therapy, physical education, health, nutrition and computer technology
2. Professional Development days occur twice each academic year, where staff receive customized training in a wide range of extra-curricular activities
3. Create opportunities to invite Specialists to work directly with our students and staff to increase our competencies in a variety of teaching environments.

Outcome Five: The education system is well governed and managed

Performance Measure	Results (in percentages)					Target	Evaluation			Targets		
	2013	2014	2015	2016	2017	2017	Achievement	Improvement	Overall	2018	2019	2020
Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	66.7	n/a	75.0	100.0	100.0		Very High	Improved	Excellent	100	100	100
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	96.6	n/a	87.5	100.0	96.0		Very High	Maintained	Excellent	100	100	100
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	80.6	n/a	80.9	100.0	96.7		Very High	Maintained	Excellent	100	100	100

Comment on Results (OPTIONAL)

These results are extremely important to our staff and our board of directors. We have embarked on finding new ways to govern our school and to regularly communicate our initiatives to our parents and staff.

Janus Academy provides opportunities for effective communication and parental involvement through regular review of each student's Individualized Program Plan at Parent-Teacher conferences.

Teachers, Program and Classroom staff maintain regular contact by using a daily communication binder, along with regular conversations and communications on individual student's progress and concerns

School activities and program workshops are communicated through the monthly Janus Academy Newsletter and bi-weekly progress on our annual fundraising gala.

Janus Academy is committed to its policy and practice of extremely low student to staff ratios designed to provide a high quality learning environment.

Strategies

1. Develop an annual, online survey to gather feedback, input and suggests from parents that will enable the Janus Academy staff to identify gaps and weaknesses, and build the necessary programs and supports to improve all areas of educational programming
2. Develop communication plans for changes and developments at Janus Academy, to build greater engagement and interaction between parents and the staff of the Janus Academy
3. Provide opportunities for problem-solving and capacity building amongst all stakeholders
4. Solicit feedback regularly and often to assess the level of parental satisfaction, including the development of a Parent Advisory Council to allow the families of our students to support the activities and growth of our Academy at all levels
5. The long-term strategy is to build capacity to create a support services division within Janus Academy that would include on-site Family Liaison Coordinator, Occupational Therapy and Speech Pathology and Psychologist. This will facilitate regular meetings and communications with parents to support them with the resources and tools needed to ensure a successful learning program and environment for growth and success.

Note:

Future Challenges (Optional)

Responsibly increasing enrollment with careful consideration of training and integrating new staff
Keeping tuition at an affordable rate for all school families, while maintaining salaries and benefits that meet competitive rates

Developing new revenue streams through corporate and individual donations, to support the continued level of excellence in our curriculum.

Seeking and preparing for a new facility for our school that will integrate our elementary, junior and senior high school students, which will allow for greater efficiencies and capacity building

Recruit outstanding external Board Members who embrace the Janus Academy Mission, Vision and Values and can assist in the successful execution of our Strategic Plan and Three-Year Education Plan

Summary of Financial Results

The Board of Directors, in its 2016 – 17 budget was committed to maintaining the level of service to the children/students at the Janus Academy

- Enrollment was 58 FTE students
- The year ended in a positive earnings \$19,831

Budget Summary

The 2017/18 budget will maintain the current level of services to the students at the Janus Academy.

- The overall projected deficit is \$58,000
- The student enrollment count as of September 30, 2017 is 54 FTE children/students;
- The 2017/18 budget accommodates the following underlying requirements and conditions:
 - Low staff to student ratios; primarily 1:1
 - Salary increases for front-line staff comparable to the provincial picture and in accordance with the ATA collective agreement (where applicable)
 - Creation of a payroll support person
 - Lower fundraising targets due to the economic circumstances in Calgary
 - Inclusion of funds from an AGLC Casino held in March, 2018
 - Expansion of Adult Day Program enrollment will show additional revenue and expenditures.

The Statement of Revenues and Expenditures is listed below:

JANUS ACADEMY SOCIETY
STATEMENT OF OPERATIONS
Year Ended August 31, 2017

REVENUE	2017	2016
Adult day program	\$ 503,662	\$ 503,210
Alberta Education	1,384,693	1,351,193
Amortization of capital contributions	13,843	6,608
Casino fundraiser	69,157	-
Gifts and donations	93,356	94,656
Interest and other	3,305	5,328
Operating contributions	42,940	16,037
Spring gala	227,202	259,431
Summer camp	65,519	75,154
Tuition	824,130	708,995
	3,228,807	3,020,612
EXPENSES		
Adult Day Program	503,662	503,210
Amortization of capital assets	13,843	6,608
Bad debts	-	1,000
Consulting fees	24,714	8,856
Field trips and activities	4,694	5,834
Insurance	15,944	10,413
Interest and bank charges	10,497	9,511
Office	47,848	45,194
Professional development	13,349	4,023
Professional fees	27,523	38,899
Rent	101,586	100,775
Salaries and wages	2,154,843	2,109,340
Spring gala expenditures	114,726	109,966
Summer camp	65,519	75,154
Supplies	96,207	65,661
Telephone and utilities	5,804	4,756
Travel	8,217	8,382
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 19,831	(86,970)

Summary of Facility and Capital Plans

As per our Strategic Plan, Janus Academy is actively pursuing options for a permanent home for the Elementary and High School campuses. The goal is to find a facility that will accommodate our current needs as well as provide ample space for measured growth and expansion.

Parental Involvement

As per our Strategic Plan, Janus Academy Board of Directors has moved to a governance model. In this period of growth and transition, the Board is in the process of revising its bylaws. These revisions will provide for the development of a Parent Advisory Council. The PAC will have a designated representative that will hold a position on the Janus Academy Society Board of Directors, with full voice and vote.

In addition to the development of the PAC, Janus Academy parents are actively involved in all areas of their child's education including:

- Three Parent Teacher conferences per school year
- Regular communications with Teaching and Classroom staff through various communications channels including: monthly newsletters, face-to-face meetings and conversations, and personal written notes, social media and website
- In excess of 3,000 volunteer hours in activities that support the success of Janus Academy
- Janus Academy Society Annual General Meeting

Timelines and Communication

The Janus Academy Board of Directors approved this Annual Education Results Report on Tuesday November 28, 2017. This Annual Education Results Report and the Three-Year Education Plan will be available on the Janus Academy website at www.janusacademy.org

In addition to publishing this document, and as part of our strategic planning, Janus Academy has developed a Communications plan with the objective of increasing awareness of our effective practices and innovative approaches to the learning environment for children and youth diagnosed with Autism. The audience for this plan will include the Janus Academy parent community, corporate and individual donors, the local community, the Autism community, the Education community including Alberta Education.

Our key message will include, but is not limited to, children and youth diagnosed with Autism have unique academic, social and emotional needs that can effectively be supported at the Janus Academy, and provide support for families of children at Janus Academy.

Whistleblower Protection

Section 32 of the *Public Interest disclosure Act* (2013) requires that school authorities include their annual report of disclosures in their Annual Education Results Report or combined Three-Year Education Plan/Annual Education Results Report

The Janus Academy Board of Directors approved a Whistleblower policy in 2014/15 which is prominently displayed in our school office with procedures for making disclosures.

There were no disclosures made during the 2016-2017 school year