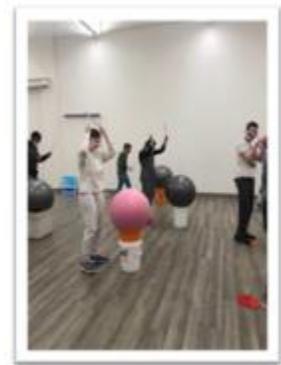
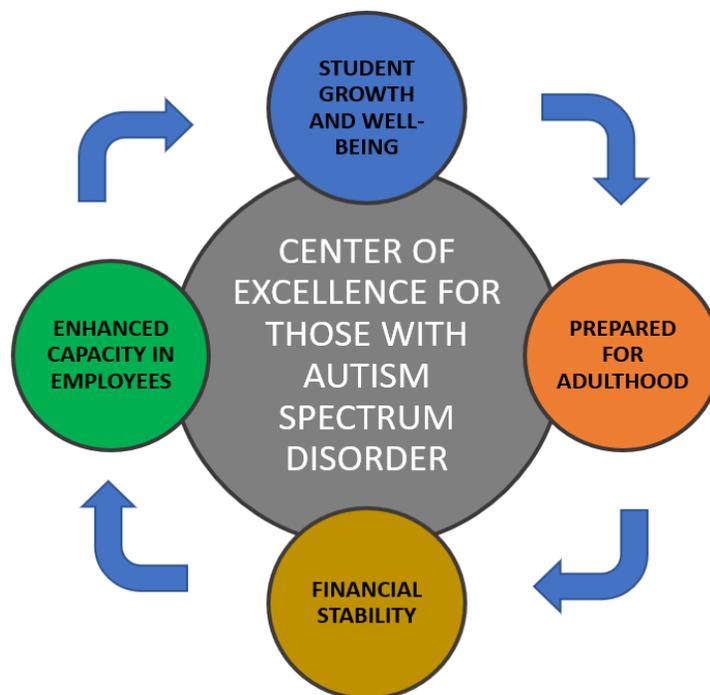


JANUS ACADEMY EDUCATION PLAN 2021-2024



On September 12, 2020, the Board of Directors met to review and update the Janus Academy Strategic Plan to be in line with our vision “to be a recognized leader in special education and facilitation of lifelong community”. To realize this vision, the central aim is to develop Janus Academy into a Center of Excellence and to be highly respected within the global autism community and recognized as leaders in the education field and in evidence-based practices.

For Janus Academy to accomplish this long-term goal four priority areas have been identified.



To create a Center of Excellence, a multi-faceted approach to development and implementation is essential. To do this we work very closely with all our stakeholders to foster a supportive environment that promotes strong relationships among students, staff, families, community and corporate partners and the Board of Directors.

We reach our various stakeholders through a variety of surveys, focus groups, and brainstorming sessions. We continuously strive to connect with our community and corporate partners to solicit feedback to help improve our educational program.

This feedback informs our work by guiding our priorities and the implementation of meaningful and engaging instructional practices while creating an integrated system of school supports that includes extending learning opportunities and community partnerships in a sustainable and economically feasible manner.

KEY INSIGHTS

Through the analysis of our provincial and local data and discussions with many of our stakeholders, several insights have been highlighted. The areas highlighted through this process have been prioritized and are incorporated into our Education Plan. Janus Academy's Education Plan sets out several priority goals that encompass both provincial and local objectives and measurements for success.

Within these priority areas note? we believe:

- ✓ Students attending Janus Academy often present with deficits in mathematics, literacy, and require curriculum modifications and adapted teaching styles to be successful.
- ✓ Through discussions with various stakeholders, it was decided that one priority for improvement and growth will focus on enhancing our literacy program and expanding access to technology to support literacy.
- ✓ Purposeful adaptations to the Alberta Education Program of Studies are implemented for students working well below their chronological age and this is achieved through evidence-based teaching techniques.
- ✓ The Data provided through the Alberta Education Assurance (AEA) survey shows a desire for Janus Academy to provide a broader program and expanded opportunities for students.
- ✓ It is important that Janus Academy increases our community partners to help support diversity and special education to ensure all students including ESL, First Nation, Métis and Inuit students are successful.
- ✓ Data provided through the AEA survey shows a desire for Janus Academy to improve in the area of Preparation for Lifelong Learning, especially in the area of Work preparation.
- ✓ Often, individuals with Autism Spectrum Disorder (ASD) continue to be dependent on their families to provide basic needs, financial support, housing, day supervision and support, and companionship.
- ✓ Staff retention is paramount to the success of a centre of excellence to ensure consistency in program delivery and expertise in education for students with ASD
- ✓ A fully engaged Board that possesses the skills to guide us in supporting our Mission, Vision and Values and support our fiscal growth.



STUDENT GROWTH AND WELL-BEING

Goal 1: Adapt the Program of Studies to best fit the individual needs of students, taking into consideration, developmental level and chronological age.

Strategies:

- A) Design rubrics and an assessment structure to measure student growth and well-being as it relates to
 - Literacy and Numeracy
 - Independence
 - Learner Behaviours
 - Language and Communication
 - Employment Readiness
- B) Create a literacy specialist position to design an intensive literacy program outlining best practices, creating a central resource library and provide teacher support to create a literacy program for students who require additional interventions.
- C) Infuse classroom resources that accurately reflect and demonstrate the strength and diversity of First Nations, Metis and Inuit
- D) Obtain feedback and input from parents and teaching staff (internal surveys) on how to best broaden the program each student receives as it relates to the Alberta Program of Studies. Implement suggestions that are given that are in alignment with Janus Academy's mission, vision and values and fit within our financial structure.

Measures:

- ✓ Students will be formally assessed twice a year with local measures to ensure growth and wellbeing.
- ✓ Teachers and programming staff skill development as it relates to teaching, program planning, and assessment will strengthen as noted through local survey measures.
- ✓ The percentage of parents and teachers indicating satisfaction with the quality of education as measured by the AEA survey.
- ✓ The percentage of parents and teachers indicating satisfaction with the opportunities for a broad program of studies. (including the Arts, technology, and physical education) by the AEA survey and local measurements.
- ✓ All students, teachers and school leaders will gain knowledge about First Nations, Métis and Inuit perspectives and experiences, treaties, agreements, and the history and legacy of residential school.



PREPARED FOR ADULTHOOD

Goal 1: Janus students will successfully transition to adult employment/volunteering or community opportunities.

Strategies:

- A) Development of a rubric to assess life skills and employment readiness, including assessment of transferable skills, job specific skills, educational skills, interests, work values, attitudes, functional living skills and career maturity.
- B) Assess the current program to discover gaps in programming.
- C) Form a working group (staff, practicum students and leadership) to create program.
- D) Develop a process to seek out partnerships in the community to enhance the Life Skills and Employment Readiness Program.
- E) Obtain feedback from the school community, and stakeholders on program enhancements to broaden opportunities for our students.

Measures:

- ✓ Students will be formally assessed annually with local measures to assess progress in life skill developments and employment readiness.
- ✓ Students in grades 7 to 12 will be assessed in the areas of life skills progress through rubrics or informal assessment.
- ✓ Development of one or more new partnerships made with business or organization.
- ✓ The number of students who completed high school.
- ✓ The number of students participating in community programs upon completion of High School



ENHANCED CAPACITY IN EMPLOYEES

Goal 1: Enhance our employee training program to build capacity and knowledge in specialized education, autism and leadership.

Strategies:

- A) All leadership staff will engage in coaching sessions to advance our communication and organizational leadership skills.
- B) All Educational Leadership staff (Program Directors, Training Director, Program Coordinators, Classroom Coordinators) will complete a 40-hour Registered Behaviour Technician (RBT) program and receive a certificate of completion.
- C) Build capacity to create a support services division within Janus Academy that would include an on-site Family Liaison Coordinator, Occupational Therapist, Speech Pathologist 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.

Measurement:

- ✓ Number of Leadership staff who complete the Royal Roads coaching sessions through the International coach federation.
- ✓ Number of Educational Leadership staff who have completed the RBT program.
- ✓ Support service division is in place with a BCBA, SLP and OT for consultation and hands on support for at least 20 hours a year.
- ✓ Contract private SLP to lead an early intervention program for grades 1 and 2 in the Intensive Intervention Program.



FINANCIAL STABILITY

Goal 1: Build capacity to ensure financial stability and a foundation for growth.

Strategies:

- A) Implement industry standard compensation grids.
- B) Launch consecutive phases of the Capital Campaign with a financial goal of \$2.2 million over a 2–3-year period to recover moving costs and rebuild reserves to a minimum of 1-year operating costs.
- C) Create new opportunities for generating additional revenue, leveraging the uniqueness and expertise of Janus.
- D) Grow student enrolment to 100 students over next 3 years.

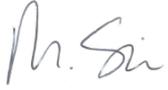
Measurement:

- ✓ A new compensation grid developed, and salary increase given at all levels.
- ✓ Raise \$750,000 in first phase of Capital Campaign.
- ✓ Number of new revenue generating opportunities created
- ✓ Grow student population by 10-15% each year, for the next 3 years.

Accountability

Statement

The Education Plan for Janus Academy Society commencing May 30,2021 was prepared under the direction of the Board/Board of Directors in accordance with the responsibilities under the Education Act and the Fiscal Planning and Transparency Act. This plan was developed in the context of the provincial government's business and fiscal plans. The Board has used its performance results to develop the plan and is committed to implementing the strategies contained within the plan to improve student learning and results. The Board approved the Education Plan for 2021-2024 on May 18, 2021.



Maxine Jones Sine
Board Chair

May 18,2021

Date