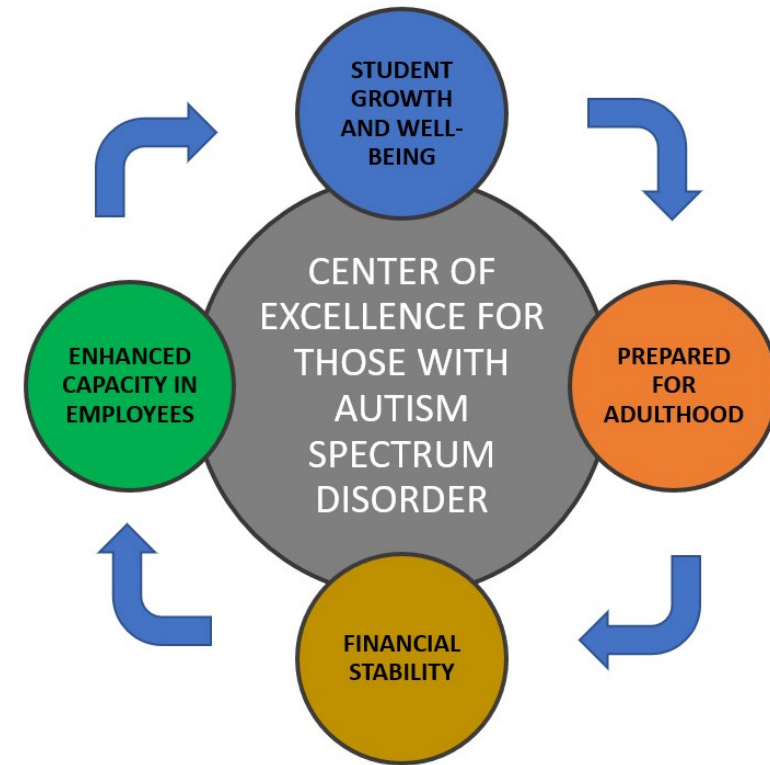


# JANUS ACADEMY EDUCATION PLAN 2022-2025



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## Vision

To be recognized as a leader in specialized education and the facilitation of lifelong community integration of persons with autism.

## Mission

To empower and support persons with autism and their families, maximizing their quality of life by providing the model learning environment that meets their academic, social, and emotional needs.

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On May 14, 2022, the Board of Directors and Leadership met to develop a road map for long term strategic planning for to ensure the goals set out are 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.

Janus Academy specializes in a positive teaching approach for individuals with a diagnosis of Autism Spectrum Disorder (ASD) by customizing the program to meet the unique educational needs of each student.

To create a Center of Excellence, a multi- faceted approach to development and implementation of a long-term strategic plan 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 communicate and engage with our stakeholders through a variety of methods including, surveys, focus groups, brainstorming sessions and written and verbal methods. 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

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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 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 numeracy and literacy program and expanding access to technology.
- ✓ 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.
- ✓ 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.
- ✓ Information gathered from stakeholders via surveys and focus groups was reviewed at the May 14, 2022 meeting with leadership staff and Janus Academy Board of Directors. This planning session focused on strategic planning that incorporated the considerable feedback received regarding expanding our transition to adulthood supports and programming for our students.
- ✓ Researchers have estimated that between 70 and 90 percent of autistic people are unemployed or underemployed.
- ✓ Staff retention is very important and allows for a consistent staffing structure, which is key to providing high quality education and program delivery for students with ASD and the creation of a centre of excellence.
- ✓ Multidisciplinary team approach is an accepted approach in many programs and centers of excellence and can enhance evidence based educational practice.
- ✓ The role of technology in the learning of students with ASD cannot be over-emphasized. Educational technology tools used in various ways to enhance learning among autistic students include interactive whiteboards, smart phones, tablets, text-to-speech software's and digital editing tools, can enable many autistic students to develop skills which are essential in their day-to-day activities.



# STUDENT GROWTH AND WELL- BEING



**Goal 1: Programming will focus on all students reaching their full potential academically, socially, physically, and emotionally.**

**Strategies:**

- Support learning through a customized approach to individual program planning.
- Increase technology integration in the classrooms for learning and teaching.
- Infuse classroom resources that accurately reflect and demonstrate the strength and diversity of First Nations, Metis and Inuit.
- Increase active physical learning for all students.
- Expand multi-disciplinary team and roles within the classroom to enhance student skill development.

**Measures:**

- ✓ The percentage of parents and teachers indicating satisfaction with the quality of education as measured by the AEA survey.
- ✓ 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.
- ✓ Increase or maintain average re-enrollment numbers year to year.
- ✓ Provide wrap around approach to each student with a comprehensive Educational Team, including community resources.

**Goal 2: Maximize academic achievement through focusing on literacy and numeracy.**

**Strategies:**

- Principal will head a special project directly targeting resources and supports to enhance programming offered.
- Increase Certificated Teacher and Educational Assistant professional development regarding the adaptation of student instruction and modification of curriculum.
- Provide the Educational Team greater access to required materials for direct use in the classroom.

**Measures:**

- ✓ STEM program will be improved by having 3 additional Certificated Teachers trained in the Robotics Program to expand the profile of student who are involved in the program.
- ✓ All members of the Educational Team will receive at least 2 hours of supplementary professional development and/or hands on training in the areas of literacy and numeracy by a Certificated Teacher and/or specialist.
- ✓ Certificated Teachers and Program Coordinators will continue to develop instructional approaches that meet the needs of those with ASD and learning difficulties.
- ✓ Executive Leadership Team will make available financial supports needed to ensure student success.
- ✓ All students , including those on a modified program will show improvement in literacy and numeracy, as shown through annual standardized and informal teacher assessments, such as the LeNS.

# PREPARED FOR ADULTHOOD



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

## **Strategies:**

- Continued development of a standard assessment and measurement practice that sets benchmarks for the introduction of life skills and employment readiness.
- Use the rubric to assess life skills and employment readiness, to guide programing specific to individual interests, functional living skills, transferable skills, job specific skills, educational skills, work values, attitudes, and career maturity.
- Development of a transition roadmap to guide key transitions, between elementary to graduation, to enable students and families to best prepare for and successfully make changes between different educational and life stages.
- Hiring of a Transitional Coordinator to expand the transition to adulthood program.
- Work with community partners to identify gaps in programming and to facilitate the establishment of natural, community-based supports.
- Establish partnerships in the community to enhance the Life Skills and Employment Readiness Program and to provide an opportunity for students to explore career and volunteer opportunities.
- 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 in-formal assessment.
- ✓ Number of students and families participating in Janus Academy's transitional roadmap sequence.
- ✓ Development of one or more new partnerships made with business or organization that allows our students to volunteer or gain work experience.
- ✓ 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:** Improve knowledge and teaching capabilities of all members of the Educational Team to ensure proficiency in understanding current ASD best practices, using evidence-based practice, data collection that guides programming decisions, and implementation of the new Program of Studies.

## **Strategies:**

- Expand the multi-disciplinary team within Janus Academy to include an on-site, Occupational Therapist, Speech Pathologist, BCBA and Psychologist. The multidisciplinary team will facilitate regular meetings and communications with staff to support them with the resources and tools needed to ensure a successful learning program and environment for growth and success.
- Formation of a focus group to develop a Janus Academy Road map to guide a robust training program for all levels of the Educational Team.
- All Certificated Teachers will participate in training sessions provided by Alberta Education, AISCA and/or other professionals regarding the changes to the new Program of Studies.
- Enhance the support and resources provided to staff concerning mental health and wellness.

## **Measurement:**

- ✓ Certificated Teachers provide feedback that they have a high level of competency implementing and adapting the new curriculum to meet the needs of their students.
- ✓ Creation of a health and wellness staff committee that will introduce initiatives to enhance the wellbeing of the team.
- ✓ Invite Homewood Health, a subsidiary of our benefit provider, to educate staff on services and resources available to them and their families.
- ✓ Incremental increases over the next 3 years, in the hours of service provided by the multidisciplinary team, which include a BCBA, Speech and Language Pathologist, Occupational Therapist, and Physiotherapist.
- ✓ Feedback provided through targeted groups indicates a continual enhancement of individual staff skill development.

# FINANCIAL STEWARDSHIP



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

**Strategies:**

- Implement industry standard compensation grids.
- Create new opportunities for generating additional revenue, leveraging the uniqueness and expertise of Janus.
- Grow student enrolment to 100 students over next 4 years.

**Measurement:**

- ✓ A new compensation grid developed, and salary increase for Certificated Teachers and Leadership levels to better align with industry standards.
- ✓ Work closely with the appointed auditor to ensure accurate accountability for public funds.
- ✓ Continue to research industry standards for compensation packages and make amendments to existing salary grids.
- ✓ Grow student population by 10-15% each year, for the next 4 years, with a maximum capacity of 100 students.

# JANUS ACADEMY BUDGET 2022-2023

Due to a combination of factors including the moving weighted average funding model, a significant increase in enrollment and the implementation of a new salary grid has resulted in a deficit year.



## Janus Academy Society 2022-2023

### Revenue

Alberta Education Funding	\$1,933,114
Fundraising	\$620,000
Tuition	\$1,200,000
Amortization	\$85,445
Restricted Grants	\$35,000
External Programs	\$78,960
Other	\$7,500
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	\$3,960,019

### Expenses

Fundraising	\$142,500
Wages, Salaries, Benefits	\$2,615,180
Operating Costs	\$370,000
School Supplies and Professional Services	\$300,812
Accounting and Legal	\$30,000
Bank Charges and Merchant Fess	\$9,000
Technology	\$15,000
Transportation	\$13,500
Amortization	\$151,058
Lease Costs	\$336,000
External Programs	\$60,684
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	\$4,043,734

**Revenue/Expense**      **-\$83,715**

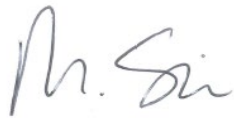


# Accountability

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## Statement

The Education Plan for Janus Academy Society commencing May 30, 2022 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 2022-2025 on May 31, 2022.



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Maxine Jones Sine

Board Chair

May 31, 2022

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Date