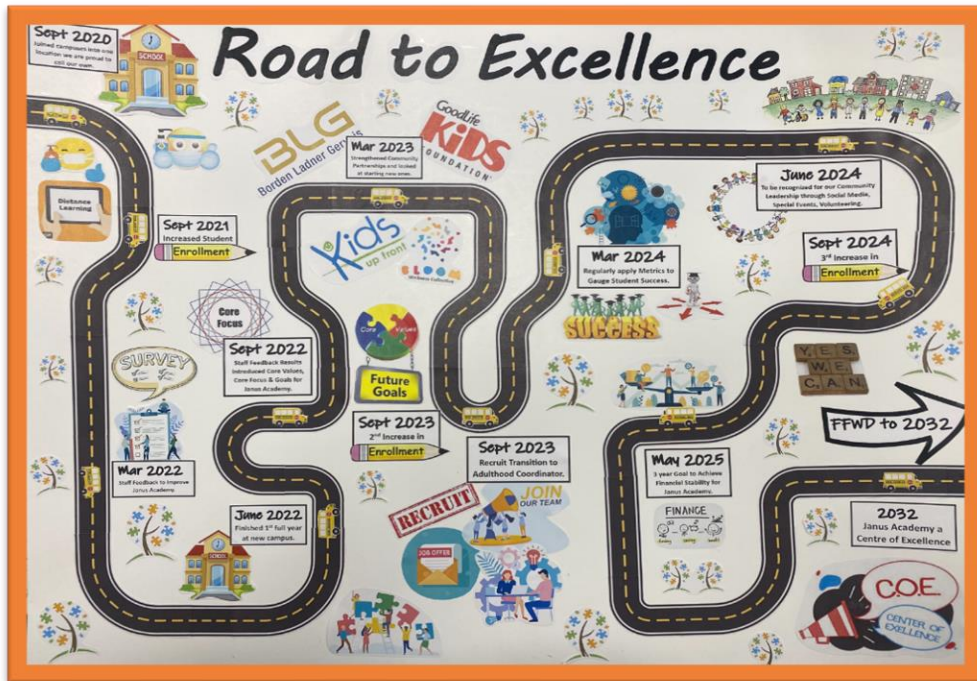




JANUS ACADEMY EDUCATION PLAN 2023-2026



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.

Our Niche

We are an accredited independent school, educating autistic students using the principles of Applied Behaviour Analysis.

Janus Academy specializes in a positive teaching approach for Autistic individuals 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.

The central aim is to grow 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.

We communicate and engage with our stakeholders through a variety of methods including, surveys, focus groups, brainstorming sessions, 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

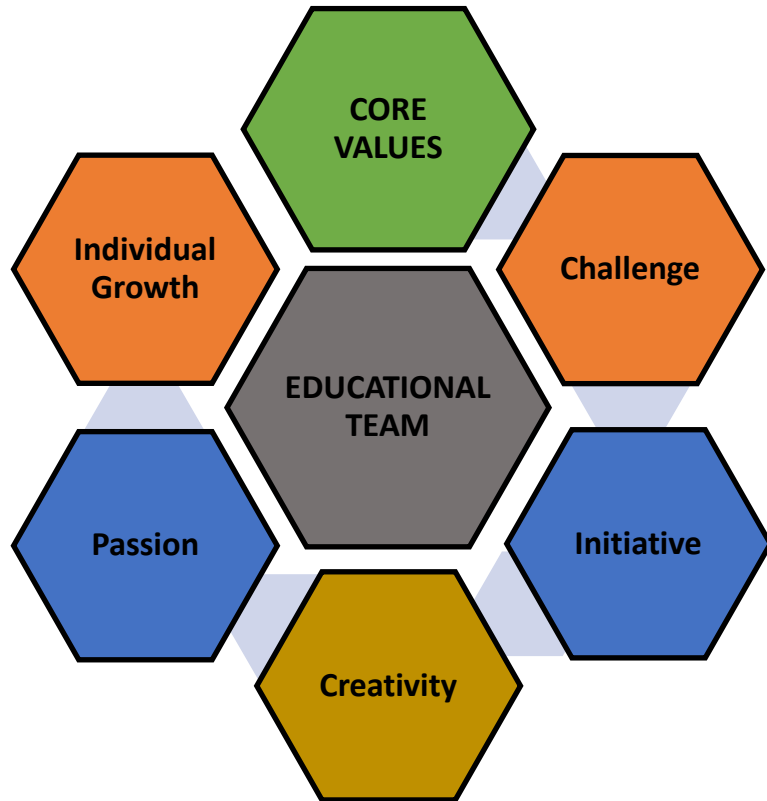


Through the analysis of our provincial and local data and discussions with many of our stakeholders, several insights have been highlighted. The areas highlighted through this process have been prioritized and are incorporated into our Education Plan. Janus Academy's Education Plan sets out several priority 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 splinter skills across academic areas and require curriculum modifications and adapted teaching styles to be successful.
- ✓ 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 procedures.
- ✓ It is essential that Janus Academy increases the number of community partners to help support diversity and ensure all students including, EAL, First Nation, Métis and Inuit students are successful.
- ✓ Staff retention is very important and allows for a consistent staffing structure. This is key to providing quality education and exceptional program delivery for autistic students and the creation of a Centre of Excellence. To improve staff retention the following key strategies should be looked at; enhancement of pay grids, emphasis on building capacity, knowledge and it helps to connect everyone's understanding of our common goals and objectives.
- ✓ Feedback was provided that it would be beneficial to continue to find meaningful and effective ways to communicate information, internally.
- ✓ It may be beneficial to provide additional opportunities to the Educational Team to provide feedback and input early in the school year, through a early survey, then followed up by a second survey.
- ✓ Ensuring organizational growth is made through the lens of our core values is paramount, as well, these core values must guide our discussions at the school and board level.
- ✓ Research indicates that between 70 and 90 percent of autistic people are unemployed or underemployed.
- ✓ Multidisciplinary team approach is an accepted approach and enhances evidence based educational practice.
- ✓ The role of technology in the learning of autistic students 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.

JANUS ACADEMY CORE VALUES



STUDENT GROWTH AND ACHIEVEMENT



Goal 1: Learning objectives 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.
- Incorporate classroom resources that accurately reflect and demonstrate the strength and diversity of First Nations, Metis and Inuit.
- Provide opportunities for all students to learn and generalize skills through external instructors such as , Good Life Fitness, Soccability, Mad Science.
- Certificated Teachers and Program Coordinators will continue to develop instructional approaches that meet the needs of students with ASD and learning difficulties with research-based practices.
- Expand the multi-disciplinary team within Janus Academy to include an on-site, Occupational Therapist, Speech Pathologist, BCBA and Psychologist.

Measures:

- ✓ All Individual Program Plans (IPP) have been adapted to include newly created linear programming objectives that better meet the individual needs of students as they transition through the grades.
- ✓ The percentage of parents and teachers indicating satisfaction with the quality of education as measured by the AEA survey.
- ✓ Knowledge about First Nations, Métis and Inuit perspectives and experiences, treaties, agreements, and the history and legacy of residential school has increased through Certificated Teacher lead initiatives in and out of the classroom.
- ✓ Classes run by external service providers be levelled appropriately by the students needs not age.
- ✓ Development of the Independent Readiness, Life Skills and Employment Readiness curriculum with consistent school wide implementation.
- ✓ Knowledge for the Program Coordinators has been enhanced by providing additional techniques that support student mental health such as, Low arousal Training and Community Health Nurse access.
- ✓ All certificated staff attend AISCA's annual Teacher Convention.
- ✓ The hours the multi-disciplinary team provides direct services will increase annually to play a more significant role within the classrooms.

STUDENT GROWTH AND ACHIEVEMENT



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.
- Continue to enhance the literacy program with an emphasis on grade 1-4 students.
- 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.
- Increase ability to share and access assessment information through a standardized recording system.

Measures:

- ✓ STEM program will be continued and expanded by training four additional Certificated Teachers in the Robotics Program.
- ✓ Right to Read (R2R) Program and Fountas and Pinnell Literacy Program to be fully implemented school wide.
- ✓ Scoring spreadsheet developed and in use to record student assessment information and achievement levels to support student transitions from grade to grade and programming customization.
- ✓ Data collection for Literacy and Numeracy transferred to Precision X platform to generate graphs to highlight individual student progress and school wide measures of success.
- ✓ All students identified as “at risk” for reading will be placed on an individualized program and assessed regularly.

PREPARED FOR ADULTHOOD



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

Strategies:

- Use the parent and student surveys for all high school students, 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.
- Use the Transition Priority Checklist Assessment to guide key transitions, between elementary grades to graduation, to enable students and family's opportunities to prepare for and successfully make changes between different educational and life stages.
- Development of a resource appendix and staff guide to support the use of the Transition Priority Checklist for students in the age group of 13-14 years old, 15-16 years old, and 17-18 years old.
- Hire 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 9 to 12 will be assessed in the areas of life skills progress through rubrics or informal assessment.
- ✓ 100% high school students and their families will use the Transition Priority Checklist to guide key transitions in future planning.
- ✓ Development of one or more new partnerships made with businesses or organizations that allow students to volunteer or gain work experience.
- ✓ Hire a part time Transitional Coordinator for the first year moving into a fulltime position, within 3 years.
- ✓ 90% of students graduating from Janus Academy will have the skills to acquire meaningful post high school placements.

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:

- Create ad hoc groups to provide input and recommendations on areas that are identified through stakeholder feedback as needing additional attention and improvement related to teaching capabilities, proficiency and understanding best practices.
- 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.
- Hire a Training Specialist reporting to the Director of Training to support professional development and enhance teaching capacity in the Educational Team.
- Update the Training Program to best support the needs of our growing Educational Team.

Measurement:

- ✓ Focus groups provided recommendations to the Leadership Team and those recommendations were evaluated and implemented where appropriate.
- ✓ Employees are satisfied that there is a scope of opportunity available to update and broaden their skills outside of their regular job description (i.e., committee work, additional training, special projects, professional development)
- ✓ Ensure Janus Academy's culture encourages people to take initiative and use their skills to contribute meaningfully.
- ✓ Ensure the Educational Team feels they have the tools and resources to do their job well.
- ✓ 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.
- ✓ Training Specialist has been hired and is providing a comprehensive training program to first year employees.

ENHANCED CAPACITY IN EMPLOYEES



Goal 2: Strengthen employee satisfaction, retention and engagement.

Strategies:

- Increase focus and investment in employees who have been employed with Janus Academy from more than 3 years.
- Create focus groups and committees to provide input and recommendations on areas that are identified through stakeholder feedback as needing additional attention and improvement related to employee satisfaction, retention and engagement.
- Invite Homewood Health, a subsidiary of our benefit provider, to educate staff on services and resources available to them and their families annually.
- Enhance the support and resources provided to staff concerning mental health and wellness.
- A compensation grid updated annually with salary increases for all employees to better align with industry standards.

Measurement:

- ✓ Ensure staff feel their wellbeing is supported at Janus Academy as noted through staff survey question and that there are resources readily available, if needed.
- ✓ Ensure that the Educational Team feels that the core values are incorporated into the school environment and culture.
- ✓ Ensure the Educational Team feels they have the tools and resources to do their job well.
- ✓ Increase in staff retention for staff who have been employed at Janus Academy for 3 or more years.
- ✓ Financial resources made available to provide salary increases by movement up the set salary grids.

Building Community



Goal 1: Strengthen the sense of community amongst all our stakeholders.

Strategies:

- Continue to find creative ways to incorporate our core values into the culture of the school community.
- Develop new ways to connect our Educational Team through shared experiences by brainstorming ideas at all levels.
- Work closely with the Parent Advisory Council (PAC) to help establish opportunities to build community amongst Janus families, outside of the campus.
- Foster community by re-establishing opportunities for parents to come together with each other and the Education Team.

Measurement:

- ✓ Ensure that the Educational Team feels that the core values are incorporated into the school environment and culture and are leading to a healthy and vibrant school community.
- ✓ Parents feel that they have opportunities to engage with other parents that leads to a sense of school community, as measured through the annual parent survey.
- ✓ At least 6 opportunities each year for our parent community to come together on campus with our educational team.

FINANCIAL STEWARDSHIP



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

Strategies:

- Create new opportunities for generating additional revenue, leveraging the uniqueness and expertise of Janus Academy.
- Focus on parental involvement at the school level and fundraising level to ensure continued financial stability.
- Implement additional budget review procedures to increase ability to better forecast our financial picture.

Measurement:

- ✓ Work closely with the appointed auditor to ensure accurate accountability for public funds.
- ✓ Grow student population by 10-15% over the next 3 years, with a maximum capacity of 100 students.
- ✓ Create at least 1 additional revenue stream that will support the organizational growth and sustainability.
- ✓ Provide the Board of Directors and all employees responsible for managing budgets, a quarterly financial package that provides information to ensure fiscal responsibility.

JANUS ACADEMY BUDGET 2023-2024

Alberta Education provides 53% of the required funding needed to provide the specialized programming offered at Janus Academy. Therefore, tuition costs and fundraising is crucial.

Wages and Salaries constitute 72% of our annual expenses. This is to ensure proper staffing supports are provided for our student population.

Amortization of capital assets are higher for the next 3 years in part due to moving into our new school campus which included, lease hold improvements, the purchase of additional furniture and technology as well as, the donation of several buses.


Janus Academy Society 2023-2024 Approved Budget

Revenue	
Alberta Education Funding	\$2,333,640.00
Fundraising	\$481,000
Tuition	\$1,360,000
Amortization	\$94,281
Restricted Grants	\$35,000
External Programs	\$92,650
Other	\$10,000
	\$4,406,571
Expenses	
Lease Costs	\$379,212
Wages, Salaries, benefits	\$3,166,150
Operating Costs	\$247,518
School Supplies	\$72,000
Professional Services	\$88,000
Accounting and Legal	\$32,500
Technology	\$15,000
Transportation	\$16,000
Fundraising	\$107,500
Amortization	\$165,165
Reserve Funds	\$50,000
External programs	\$60,684
	\$4,399,729
Rev/Exp	\$6,842

Accountability

Statement

The Education Plan for Janus Academy Society commencing May 30, 2023 was prepared under the direction of the Board/Board of Directors in accordance with the responsibilities under the Private Schools Regulation and the Ministerial Grants Regulation. 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 2023-2026 on May 9, 2023.



Maxine Jones Sine
Board Chair

May 9, 2023

Date