

Department Name: Special Education



Step 1: Review the 2017-22 Strategic Plan (www.forsyth.k12.ga.us/sp)

Step 2: Identify two to three 17-18 Department SMART Goals and complete your Department Professional Development Plan.

Step 3: Submit your Department Improvement Plan to Anita Seay by 1 week prior to your assigned Cabinet meeting OR bring your own copies (18) to the meeting:

9/11: Ed Leadership, Facilities, Finance, Food and Nutrition, Human Resources, Operations and PI/Communication

10/9: Special Ed, Student Support Services, Teaching and Learning, Technology and Transportation

2017-18 Department Improvement Plan

SMART Goal #1

Provide professional learning and resources to increase SWD achievement scores that are developing or higher by 2% on each EOG and EOC subtest for FY18.

Actions, Strategies and Interventions	Timeline	2017-22 Strategic Plan <i>(Check all that apply)</i>
<ul style="list-style-type: none"> Provide professional learning that focuses on specialized and differentiated instruction in the areas of: co-teaching, assistive technology for reading and writing, social emotional engagement, self-advocacy (ASPIRE), and visual supports. Provide professional learning to administrators and lead teachers for better understanding of special education programming. 	<p>Ongoing: Provide professional learning specifically designed for specialized instructional program teachers and all special education paraprofessionals: utilizing District Collaboration Days, webinars, after school meetings, newsletters, etc.</p> <p>July 2017 – Leadership Summit</p> <p>Ongoing: Provide professional learning during administrative and department chair meetings focused on special education programming to increase student achievement.</p>	<p><input checked="" type="checkbox"/> Learning and Growth</p> <p><input type="checkbox"/> Culture and Climate</p> <p><input type="checkbox"/> Operational Excellence</p>

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Describe how your SMART Goal will be monitored throughout the year:

Annual review of CCRPI scores and student assessments during the school year.

SMART Goal #2

Increase graduation rate of SWD from 85.3% to 90.0% for FY18 by focusing on student advocacy skills and self-awareness of learning.

Actions, Strategies and Interventions	Timeline	2017-22 Strategic Plan <i>(Check all that apply)</i>
<ul style="list-style-type: none"> • Providing support on student led IEP meetings (ASPIRE) & developing meaningful transition plans. • Getting students and parents ready for college expectations and the navigating skills that are needed for success. • Collaborating in vertical teams to help students transition from preschool to post-secondary. • Collaborating with Student Support Department, provide professional learning in the area of mental health issues. 	<p>Ongoing: Professional learning provided on the Aspire Program supported by DOE/GLRS.</p> <p>Fall: Professional learning provided on student lead IEPs, college expectations, vocational rehabilitation, and post-secondary options for students with developmental disabilities.</p> <p>Ongoing: Special Ed District staff attend vertical team cluster meetings to help support student transition.</p> <p>Ongoing: Guest speakers to address mental health issues and how we support these needs in the educational setting.</p>	<p><input checked="" type="checkbox"/> Learning and Growth</p> <p><input type="checkbox"/> Culture and Climate</p> <p><input type="checkbox"/> Operational Excellence</p>

Department Name: Special Education

Describe how your SMART Goal will be monitored throughout the year:

Annual review of SWD graduation rate, implementation of Aspire at the K-3 elementary level and review of transition plans.

SMART Goal #3

Increase the recruitment & retention of certified & classified staff with 5 to 10 salary years of experience in special education.

Actions, Strategies and Interventions	Timeline	2017-18 Strategic Plan <i>(Check all that apply)</i>
<ul style="list-style-type: none"> • Collaboration with Human Resource Department to develop Special Education Cohort program to recruit general education teachers into special education. • Implement monthly recognition program to highlight special education staff that demonstrates identified criteria. • Mentoring for teachers of autism programs to build capacity, knowledge skill set and efficacy. 	<p>Ongoing: Monthly meetings with the Cohort.</p> <p>Ongoing: Monthly recognitions by vertical teams and Central Office.</p> <p>Ongoing: Monthly mentor meetings and collaborative observations.</p>	<p>_____ Learning and Growth</p> <p><u> X </u> Culture and Climate</p> <p>_____ Operational Excellence</p>

Describe how your SMART Goal will be monitored throughout the year:

Annual review of recruitment & retention percentages of special education staff.

Department Professional Learning Plan

Professional Learning Goal(s):

Special Education Department will:

- increase their knowledge of IDEA Rules, Regulations, and current legal rulings to stay proactive in providing services to SWD
- develop communication skills to improve relationships with parents, schools and students
- increase the number of staff members that have additional instructional coaching skills to support the professional learning of school staff

Timeline: Dates and Times (Add/modify as needed; however, there is no need to total contact hours.)	Professional Learning Actions, Strategies and Interventions	Connection to Continuous Improvement Goal(s):
Ongoing: Conferences, weekly staff meetings & vertical PLC	<ul style="list-style-type: none">• Attending legal conferences• Attending mediation training• Social emotional learning staff development• Instructional coaching development• STAR leadership team training	Development of staff skills will increase our capacity to support the department improvement goals.