

Staff Development

Overall Goals/Plan Development.....	199
Priorities.....	199
Staff Training	199
Staff Development Plan	201
Budget	202
Cost Sharing Agreements.....	202
Professional Development Opportunities.....	202
Board Inservicing	202
Inservicing Outside of Board.....	203
Handbooks and Documents.....	205

OVERALL GOALS

To ensure that **all** special education staff are:

- provided with ongoing inservices in order for them to develop the necessary skills , training and knowledge base required to address the needs of their students
- current in their understanding of issues and directions mandated by the Ministry and the Board

Plan Development

The Student Services Management Team (SSMT), which comprises a representation of all disciplines (i.e. Supervisor of Speech and Language Pathologists, Supervisor of Behaviour Resources, Elementary and Secondary Special Education Co-ordinators, Chief Psychologist, Occupational/Therapist) meet bi-weekly to develop, implement and monitor the plan on an ongoing basis.

All supervisors meet with their staff to obtain input and feedback on a term basis.

Input from SEAC, Principals, School and Board Resource Staffs.

Priorities

Priorities are established in the following order:

- Ministry mandates and directives
- Board Mandates and directives
- system needs
- financial realities and existing resources
- availability of qualified, trained personnel to deliver inservice

Staff training

We have provided an array of opportunities for staff to participate in professional development.

We have subsidized a number of courses and conferences including:

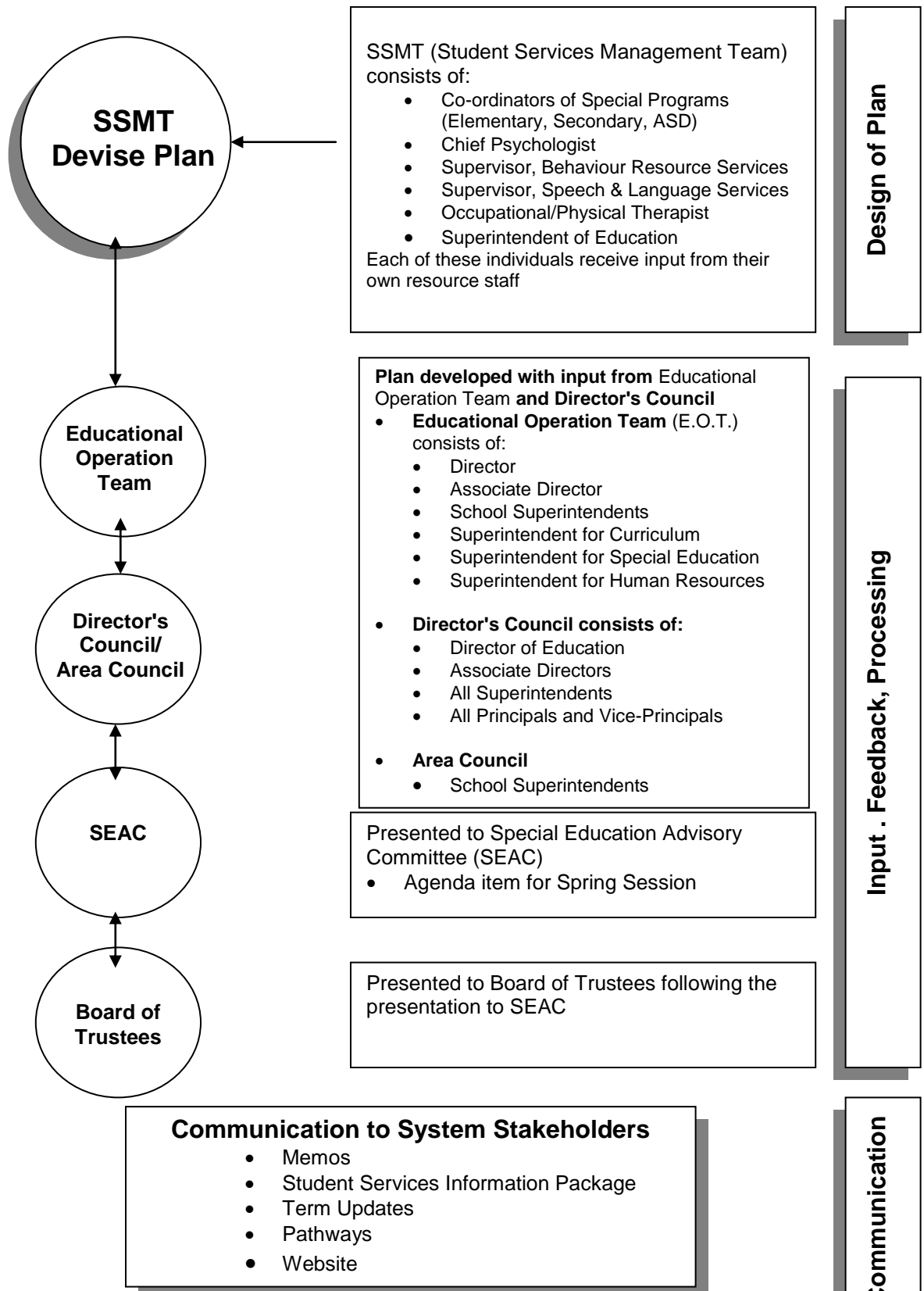
- Fall and Spring Pre-AP Conference
- Special Education PART I
- Geneva Summer Institute Courses
- Education Intervener Course – Geneva Centre
- Council for Exceptional Children Conference
- LDAO (Learning Disabilities Association) Conference
- Durham Board – Gifted Conference
- Cochlear Implant Conference
- Vision Conference
- Advanced Placement Summer Institute, St. Clement

As well, we provided inservice as required to individual staff members.

- The board has also established a partnership with George Brown College and Centennial College and therefore was able to offer the Child and Youth Program and the Educational Assistant Apprenticeship Course. These programs have been running for three years and have been a great professional development opportunity for our Educational Assistants.
- Inservices are offered to meet the needs of school administrators, upon request.
- The ASD multidisciplinary team and a secondary multidisciplinary team provided school staff with training and support for some of the most complex exceptional students within the board.
- Schools were also directed to invite resource staff to divisional, staff and departmental meetings for specific school/staff needs.
- Ongoing yearly ABA training is offered to teaching and support staff.

Staff Development

STAFF DEVELOPMENT PLAN



Budget

Student Services remains committed to inservicing at all levels. Specific funds continue to be set aside for inservicing.

Cost Sharing Arrangements with other agencies and other ministries include the following:

- York Centre for Youth and Families
- Kinark Child & Family Services
- Children's Treatment Network

Professional Development Opportunities

School staffs are made aware of the education plan and of professional development opportunities through:

- The Special Education Plan on the Board's web site.
- Timely notification of opportunities through weekly System Level memos to principals and vice-principals.
- Individual notification, when appropriate/possible.

Inservices provided at Board Level

Inservices were scheduled throughout the year to provide information and support in the following areas:

ABA and Its Impact on IEP Writing for New Core
ABA Training – Phase IV (Elementary & Secondary)
AP Science Writing Team, Grade 10
AT After School Training
AT Conference for all Schools
AT Training for New Special Education Teachers
AP Science Writing Team, Grade 10
Applied Suicide Intervention Skills (ASIST)
Assessment Inservice for New Core & ISA Teachers
ASD Certificate Program – Sessions 1 to 6 – Level 2
ASD Parent Workshops
Access Recess Planning for Students
ASD Summer Camp
ASD Transition Plans
ASD TEACCH Workshop for Principals
AT & EQAO New Core & ISA Teachers
AT & EQAO Experienced Core/ISA Teachers
Autism Spectrum Disorder Parent (3 day workshop)
CPI Initial Training
CPI Initial Training with Autism Focus
CPI Recertification Training
ELIP to New Core (primary)
Early Facilitation Information Evening
Equity & Inclusive Strategy and Climate Survey
Discernment Series for Special Education Department
Family of Schools Inservice (Areas 1 to 5)

Having a Student with Autism for the First Time
Hearing Awareness Inservice
IEP Engine: New Feathers & Overview
IEP Development for New Core, ISA & TD Teachers
ISA Teacher Inservice
IPOD Project Launch
Later Literacy Training
Language Centre Teacher Inservice
New Core Teachers Inservice
New ISA Teachers
New TD Teachers
New PACE Teachers
PACE Teacher Inservice
PACE Information Evening for Parents
Peer Awareness (New Core Teachers)
Planning for Transitions
Promethean After School Training
Promethean Presentation for Elementary Teachers
Recess Planning for Students with ASD
Self Advocacy in ISA – The Discussion Begins...
Smartboard Tools Introduction for FLS Teachers
Transitions – New Core Teachers
TEACCH Workshop for Principals
VocalLinks Assistive Technology Summer Camp

**Each session includes information and training regarding pertinent Ministry legislations and policies*

Inservices attended out of Board:

ACE/ACT Initiative with Barrie District Boards
Activ Inspire Promethean Level 1 & 2 Training
ASIST (Applied Suicide Intervention Skills Training)
ADHD in Children and Adolescents: Comprehensive Assessment and Treatment
Adaptive Schools
Addiction Program Family Services
Anxiety in Schools – Dorothy Hill
Anxiety in Schools & Development and Importance of Math Abilities
Autism from the Inside Out
Autism Pro Workshop
Canadian Association of School Administrators Mental Health Conference
Canadian Psychological Annual Convention
Cognitive Behaviour Therapy – Building Core Clinical Competencies
Crisis Prevention Intervention Instructor Training - Supporting Individuals with
Dementia and Related Cognitive Challenges
Early Facilitation Presentation to Parents
Early Intervention Strategies
Grief and Bereavement
Kinark Workshop
LDAO Conference
Learning Disabilities, ADHD and Working Memory Workshop
Mental Health in Schools – What Educators Need to Know

Staff Development

Mindfulness – Based Stress Reduction for Teens
Open ended problem solving (Math in the Primary Grades)
OCASE Symposium
Renewal for CPI Instructors Certification
The Private World of Bereaved Children and Adolescents
Social Skills for Students with Aspergers
Sprouting Readings, Budding Writers Workshop
TEACCH Workshop
Tribes Consortium Meeting and Conference
Understanding Anxiety in Children
What we know about anger: Implications for Assessment and Interventions at Schools.

Handbooks and Documents

The following Resource Documents, Guides, Binders, Handbooks, brochures are available to schools.

1. Special Education Administrator's Guide, Elementary
2. A Guide for Classroom Teachers Supporting Students in The Social Communication Program
3. Access to Credits Resource Document
4. Administrator Overseeing Special Education Handbook – Secondary
5. An Assessment Guide to Build a Detailed Profile of the Learner
6. Creating a Climate for Success through Program Adaptation
7. Educational Support Program, A Resource Document
8. Experiences of Everyday/Community Living
9. Functional Life Skills, Resource Document, 2000
10. Individual Education Plan Resource Document
11. Learning Strategies Gr. 12 Resource Binder
12. Learning Strategies Grade 10 Resource Binder
13. Learning Strategies Grade 9 Resource Binder
14. Post Secondary Opportunities for Special Needs Students
15. Program for Academic and Creative Extension, A Resource Document
16. Revised Core Resource Role (Elementary)
17. Secondary Subject Specific IEP Samples
18. Special Education Delivery Model – Secondary Schools
19. Special Education Department Head Resource Document
20. Special Education Resource Kit for the Classroom Teacher
21. Student Services Handbook
22. Support Materials for the Grade Nine Essential Math Program
23. Support Materials for the Grade Ten History Applied Program
24. The Social Communication Program Resource Document
25. The Transition Planning Handbook
26. Pre AP English, Grade 5 Course
27. Pre AP English, Grade 6 Course
28. Pre AP English – Grade 9 Course
29. Pre-AP English – Grade 11 Course
30. Pre AP English - Grade 12 Course
31. Pre-AP History – Grade 10 Course
32. Pre-AP Mathematics – Grade 9 Course
33. Pre AP Mathematics, Grade 10 Course
34. Pre-AP Mathematics – Grade 11 Course
35. Pre-AP Science – Grade 10 Course
36. Pre AP Biology, Grade 11 Course
37. Pre AP Chemistry, Grade 11 Course
38. Pre-AP Physics – Grade 11 Course
39. Transition to Post Secondary – A Resource Guide for School Staff
40. Special Equipment Amount Claim Process
41. Transition Planning, Working Together for Children
18. Pre-AP Grade 7 English, PACE Resource Document (Appendix 54).
19. Pre AP English, Grade 10, PACE Resource Document (Appendix 55).
42. Pre AP Physics, Grade 12, PACE Resource Document (Appendix 56)