

# SECTION G: PROFESSIONAL LEARNING

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# The Standard

## The Purpose Of The Standard

To provide details of the board's professional learning plans for special education staff for the ministry and the public.

## What You Will Find In This Section

- The way staff provide input for the plan and methods of determining priorities
- The way the board's SEAC is consulted about staff learning
- Special Education Tiered Approach to Staff Learning for all staff ( universal, targeted, intensive)
- The way staff are trained with regard to the legislation and ministry policy on special education, with particular training for new teachers
- The way the school board staff are made aware of the board's special education plan and of professional learning opportunities
- Cost-sharing arrangements with other ministries or agencies for staff professional learning

## Cost Sharing Arrangements

Where feasible the board enters into agreements to facilitate staff development. A number of agencies and institutions have partnered with the board in this area.

They include:

Trillium Health Centre	Geneva Centre for Autism	Peel Children's Centre
Ministry of Education - SEA	Ministry of Children and Youth Services	Ministry of Colleges and Universities
York University	Brock University	Sheridan College
Humber College	ErinoakKids	Kerry's Place

## SEAC Consultation Regarding Professional Learning

- Monthly meetings provide an opportunity for regular feedback to special education staff and sharing of current professional development opportunities
- Individual meetings and dialogues between SEAC members and administration
- Tracking of issues and concerns consistently raised at SEAC meetings
- Feedback from attendance at board-wide professional development sessions
- Capacity building of SEAC members in the form of presentations and collaborative discussion

## Special Education Staff Learning Plan

The board focus for professional learning is developed by the Curriculum, Instruction, Special Education Support Services Department with a focus on initiatives outlined in the yearly Board Improvement Plan.

- Building capacity in teaching and learning in supporting staff who are on a continuum of learning and experience in Special Education
- Enhanced job imbedded professional learning with a focus on mental health, equity and inclusive practices, 21st century learning and Growing Success
- Our focus is on the Collaborative Inquiry model emphasizing programming and planning to meet the needs of individual students
- Partnership with Geneva and the Ministry of Education to support teacher training in Applied Behaviour Analysis (PPM 140) through comprehensive framework planning, funded spots at Geneva centre summer institute, TEACCH training and subsidized Geneva centre online and face-to-face certificate level courses

## Communicating Professional Learning Opportunities to Staff

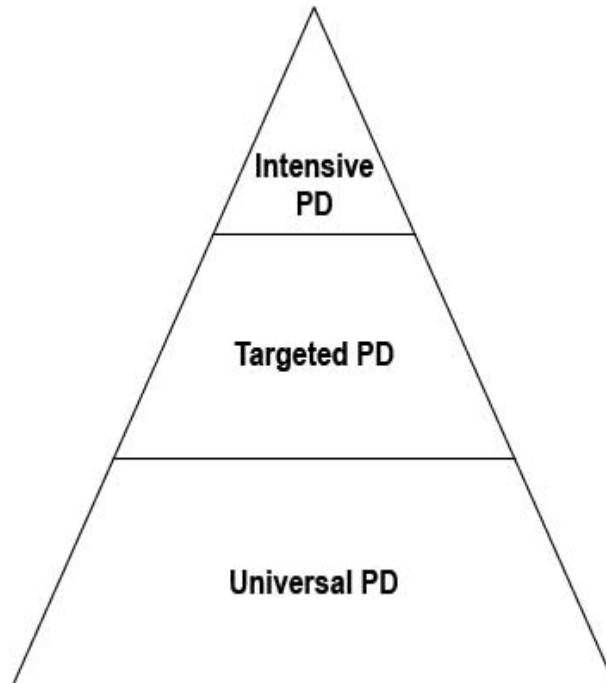
### Ways in Which the School Board Staff are Made Aware of the Board's Special Education Plan and Staff Development Opportunities

- Special Education Update digital newsletter sent out monthly
- active use of Twitter
- emails and memorandums
- My Learning Plan (and automatic upcoming events of interest)
- Peel District School Board website
- links to webpages (Special Education Heads, SERTs/Secondary Resource Teachers-Special Education, ISSP, and Special Programs)
- flyers to schools
- system calendar
- administrator in-service
- weekly meetings of senior administration
- special education teacher meetings
- Curriculum, Instruction, Special Education Support Services Learning Team meetings
- monthly SEAC meetings
- staff meetings
- CISESS advisory committee
- Educational Resource Facilitators website

# Tiered Approach To Professional Learning

## Tiered Approach To Professional Learning

The Peel District School Board's implementation of professional learning follows a tiered approach.



### **Intensive:**

Professional learning for certain staff working with students who have complex needs can include individualized consultation with support staff and is often student or situation specific.

### **Targeted:**

Specific skill building development available to all staff but targeted to some educators.

### **Universal:**

Generalized Special Education training for all staff working in schools.

# Teaching Assistant Professional Learning

## Intensive

- Knowing a student profile and matching strategies
- Assessment data and the student profile
- Applied Behaviour Analysis- strategies visual schedules, social stories
- SERT and ISSP support of the IEP implementation
- Itinerants and Consultants providing school based training as need (Special Programs, IS Team, PSSP) etc
- Ex- IS team and student specific training, safety training, PBIP

## Targeted

- Visuals to Support Communication
- Sign Language Basics
- Task Boxes Galore!
- Planning Ahead for Absences
- Creating File Folder Activities
- ERFN Networking Teaching Assistants and BTA – Resource Sharing
- Awareness: Epilepsy and Tourettes Awareness
- Picture Exchange Communication System
- Behaviour: What is the Message?
- Building Social-Communication Skills for Special Needs Students
- Effective Strategies for Developing Independence
- Communication: MORE Than Just Words
- Teaching Functional Skills to Facilitate Independence

## Universal

- I. The Difference We Make
- II. Successful Practices
- III. Dealing with Student Behaviour
- IV. Overview of Special Needs
- V. Back Care and Lifting
- VI. Health and Safety (Every 3 years)
- VII. De-Escalation and Personal Safety Training (every 2 years)

## Elementary Special Education

### Intensive

- IEP development Support
- Situation specific professional dialogue
- Tier 3 Review Committee
- Site/student specific training for Assistive technology (text to speech, Eye Gaze technology)

### Targeted

- Teacher training for specific reading intervention (e.g. Empower)
- IEP support with a focus on Ministry initiatives (Numeracy)
- SERT training (New to the position)
- Collaborative Inquiry networks for contained class teachers
- IPRC Chairs training
- Interactive whiteboard training (IWB)
- In-service for administrators (Sunrise and sunset seminars, VP Network,)
- In-service- Assistive Technology for special needs accommodations for provincial assessments- Kurzweil training
- Annual Review training
- In-service training for ISSP teachers
- Numeracy and beyond Parent workshop
- Departmental collaborative inquiry projects
- Care and/or Treatment Programs, Custody and Correctional Facilities (Section 23) quarterly staff meetings – IEP Development training
- Speech-Language Pathologist staff meetings – AT and SEA Applications
- Psychology staff meetings– AT and SEA Applications
- Secondary Heads with Special Education responsibilities meetings – EQAO, AT and Transition Planning, IEP development
- Itinerant Staff Meetings – EQAO, AT and Transition Planning, IEP development
- Program Specific Professional Learning Days (COM PL Day, ELC PL)
- Developing resources to support ESL students with possible spec ed needs
- Training for the administration of Standardized Assessments (KTEA)
- AT training for ISSP teachers and contained classroom teachers (Text to speech, Reading & Writing tools, Educational Apps, Mirroring and Tablet workshops
- AT training for Educational Assistants

### Universal

- Annual Learning Disabilities Association of Ontario conference
- In school support program ISSP Teacher Institute
- IEP Training and support
- SERT training in assistive technology
- CISESS Learning Team Meetings
- Special Education Resources Teachers meetings
- Special Education Monthly Newsletter

# Secondary Special Education

## Intensive

- New Heads with Special Education Responsibilities In Service
- Secondary contact teachers and BTA workshop
- Intermediate contact teachers and BTA workshop
- Secondary/Elementary Intensive Support team workshop
- Secondary Behavioural Contact Program workshop

## Targeted

- Transition workshops for grade 8 teachers: Going From Grade 8 to Grade 9: What Supports are Available?
- Annual Review and Student Needs Assessment Form training for SERTs, Secondary Resource Teachers-Special Education and teachers
- Training for assistive technology and software applications
- Incorporating assistive technology into the curriculum
- Language! Live Training for Vocational Literacy program

## Universal

- Secondary teachers of Special Education- in-service
- IEP training and ongoing support as required
- Departmental work time for collaborative inquiry projects among staff (SERTS, special programs teams, special education department heads)
- Special Education department meetings and critical conversations
- IEP Training and support
- Secondary Heads with Special Education Responsibilities monthly meetings
- Special Education Consultant meetings
- Learning Disability



## Special Programs Department – Physical, HOH, Vision, Developmental

### Intensive

- TEACCH Training
- Transitions to Post Secondary – conference for students

### Targeted

- Training for teaching teams of students with ASD and DD in contained programs
- Incorporating methods of ABA and transition planning in programs for students with special needs
- In-service for staff working with Developmental Disabilities and ASD (beginning of monthly network meetings)
- Network for Teachers of DD classes
- In-service for Deaf and Hard of Hearing staff
- In-service for staff working with Special Programs IPRC chairs
- DD network PD meeting
- Departmental work time for collaborative inquiry projects among special programs teams
- Special Programs Resource Team Meetings
- Itinerant Staff Meetings
- Ongoing training offered to Board staff from Special Programs, ASD resource team
- Collaborative interdepartmental (Special Education, Curriculum and Alternative) professional development in servicing professionals supporting students who are at risk

### Universal

- IEP training and ongoing support as required
- Geneva Centre Summer Institute

## Special Programs Department – Autism

### Intensive

- TEACCH training
- New consultant in-service (where applicable)
- Job Embedded school based PD for student needs
- In-service for Deaf and Hard of Hearing staff
- In-service for staff working with Special Programs IPRC chairs
- Departmental work time for collaborative inquiry projects among staff
- ASD Resource team meetings
- Itinerant staff meetings
- Training for assistive technology and software applications
- Ongoing training offered to Board staff from Special Programs, ASD resource team
- PD for Shared Solutions and collaborative problem solving

### Targeted

- Summer Institute for new teachers
- Training for teaching teams of students with ASD and DD in contained programs
- Incorporating methods of ABA and transition planning in programs for students with special needs
- In-service for staff working with Developmental Disabilities and ASD (beginning of monthly network meetings)
- Network for Teachers of DD classes
- Ongoing Collaborative Inquiry networks for contained class teachers
- Annual Review training
- Special Education Department Meetings
- Collaborative interdepartmental (Special Education, Curriculum and Alternative) professional development in servicing professionals supporting students who are at risk

### Universal

- Geneva Centre Summer Institute
- IEP training and ongoing support as required
- Teaching Assistant modules and SLP workshops
- Incorporating methods of ABA and transition planning in programs for students with special needs (online training)

## Psychology Department

### Intensive

- ISSP Teacher Institute
- Psychology in-service at organizational meeting
- In-service for interval class teachers and BTAs
- Annual School Psychology Conference
- Psychology Staff Meetings
- Psychology Clinical Issues Meetings

### Targeted

- ISSP Teacher Institute
- Psychology in-service at organizational meeting
- Applied Suicide Intervention Skills Training and SafeTALK
- De-escalation and personal safety trainers meeting
- In-service for elementary/secondary Intensive Support teams
- In-service for interval class teachers and BTAs
- Annual School Psychology Conference
- Parent Literacy Workshop
- Psychology Staff Meetings
- Psychology Clinical Issues Meetings
- On-going (at school request) de-escalation and personal safety training and/or specific behaviour crisis intervention training

### Universal

- Psychology in-service at organizational meeting
- Annual School Psychology Conference
- Parent Literacy Workshop
- Psychology Staff Meetings
- Psychology Clinical Issues Meetings
  - On-going training of IPRC chair

## Social Work Department

### Intensive

- In-service for critical incidents response team
- Social Work Staff Meetings
- Ongoing staff development for social workers

### Targeted

- Applied Suicide Intervention Skills Training

### Universal

- In-service for reporting child abuse
- Safe TALK

## Mental Health Department

### Intensive

- Presentation to Social Work, Psychology and Speech and Language Pathology Departments

### Targeted

### Universal

- Sunrise Seminars
- System-wide implementation of Mental Health Strategy (focus is on Mental Health literacy)
- FOS Meetings
- Climate update workshops
- Positive school climate development

# Speech and Language Department

## Intensive

- PECs training for school staff working with specific students in need
- Training of special program/technology SLP staff on Assistive Devices
- Communication Centre teacher professional learning
- Kindergarten Transition Language Class (KTLC) professional learning
- Training for Links to Literacy SLPs on program lessons

## Targeted

Half-day and full day modules for special needs teachers/teaching assistants

- Teaching Requesting
- Fundamentals of Communication for ASD Students
- Behavior: What is the Message?
- Visuals to Support Communication for Students with ASD
- Teaching functional Skills to Facilitate Independence

Modules for Early Years teaching teams on language topics

- Language for the Early Years
- Oral Language at Your Fingertips
- Links to Literacy weekly lessons
- Phonological awareness

Staff attend conferences/workshops for specific interests

- Phoneme Touch and Say
- TEACCH
- Social Thinking
- Orton-Gillingham approach to reading instruction

## Universal

- Speech-language in-service at monthly staff meetings
- Speech-language conference once or twice yearly
- Information on speech-language topics via  Parent Tips  on website
- General information at Kindergarten Registration: SLP development and programs
- Tips for Talking  workshops for parents schools