

The background of the slide features an abstract design. It consists of several layered, organic shapes in shades of blue and grey, primarily located on the left and bottom edges. These shapes resemble a stylized coastline or a series of overlapping waves. The top half of the slide is a solid, light tan color. Centered in the tan area is a white rectangular box with a thin grey border, containing the title text.

Department Operational Plan

2025-2026

DEPARTMENT OVERVIEW

Inclusive Education Services – Overview

Vision

We envision a district where inclusive education is not just a practice, but a shared belief—where every learner is valued, supported, and empowered to succeed. Through collaboration, innovation, and a deep commitment to equity, SD62 will continue to build inclusive schools that celebrate diversity, remove barriers, and ensure that all students experience meaningful learning and belonging.

Context

The Inclusive Education Department of SD62 operates within a diverse and growing district committed to equity, accessibility, and student success. As the educational landscape continues to evolve, the department plays a vital role in ensuring that all learners—regardless of ability or background—are supported through inclusive practices that reflect the district’s core values. In response to increasing complexity and diversity of student needs, the department is focused on building collaborative capacity, improving academic outcomes, and streamlining operations to ensure consistent, equitable service delivery across all schools.

Mandate

The mandate of SD62’s Inclusive Education Department is to lead and support the development of inclusive learning environments where every student can thrive. This includes:

- Building capacity across partner groups—educators, administrators, education assistants, families, and students—through targeted professional learning, onboarding and networking.
- Enhancing literacy and numeracy outcomes for students with Individual Education Plans and Annual Instructional Plans through tiered supports and strategic collaboration with the Curriculum Department.
- Improving operational excellence by streamlining communication, modernizing tools, and clarifying roles, policies, and access pathways.
- These strategic priorities reflect a commitment to fostering a culture of belonging, achievement, and equity for all learners.

INSERT DEPARTMENT PLAN 2025-2026 DELIVERABLES AND METRICS: LEARNING

STAFF WILL	INTENDED IMPACT	MEASURES	PROGRESS & EVIDENCE
GOAL: Enhance literacy and numeracy outcomes for students with Individual Education Plans and Annual Instructional Plans through structured, tiered support and strategic collaboration with the curriculum department.			
<div>Staff Will:</div> <ul style="list-style-type: none">Collaborate with the Curriculum Department to define and enhance tiered support structures.Develop a visual guide/matrix outlining tiered literacy and numeracy supports.Identify gaps and build communities of practice, including ELL considerations.Design and implement a Mobile Learning Support Program for students with complex needs.Create flexible instructional models and individualized access plans using AAC, sensory supports, and assistive tech.Pilot the program in classrooms and collaborate with families	<div>Intended Impact:</div> <ul style="list-style-type: none">Improved access to curriculum for students with designations.Increased clarity and consistency in tiered intervention practices.Strengthened collaboration between Inclusive Education and Curriculum departments.Enhanced family engagement and alignment of home-school support	<div>The Department will show progress by:</div> <ul style="list-style-type: none">Completion and distribution of tiered support matrix.Launch and evaluation of Mobile Learning Support Program pilot.Feedback from staff and families on access plans and instructional models.Monitoring student engagement and progress in inclusive settings.	<div>The Department has demonstrated progress by:</div> <ul style="list-style-type: none">Matrix used by school teams to guide intervention planning.Positive feedback and observed impact from pilot classrooms.Increased use of assistive tools and strategies.Evidence of improved literacy/numeracy outcomes for students with designations.

INSERT DEPARTMENT PLAN 2025-2026 DELIVERABLES AND METRICS: ENGAGEMENT

STAFF WILL	INTENDED IMPACT	MEASURES	PROGRESS & EVIDENCE
GOAL: Strengthen inclusive education practices by building capacity across all partner groups—EAs, administrators, partner groups teachers, school teams, and families—through targeted professional learning, collaboration, and onboarding supports.			
<p>Staff Will:</p> <ul style="list-style-type: none">• Design and deliver structured onboarding and mentorship for new EAs.• Provide in-service sessions on Autism, visuals/communication supports, and behavior regulation.• Launch inclusive education inservice for PVPs focused on values, processes, and case studies.• Develop and deliver targeted training for teachers focused on accessing support and effectively implementing Inclusive Education Strategies (IES) for English Language Learners with complex learning needs that extend beyond language• Continue IST boot camps and provide targeted PD and collaboration and extend approach to ELL teachers.• Coordinate updated WJ training for ISTs.• Host parent nights focused on CB-IEPs, transitions, and home support.• Support families new to the system with access guidance.	<p>Intended Impact:</p> <ul style="list-style-type: none">• increased staff confidence and consistency in inclusive practices.• Improved collaboration across roles and with families.• Enhanced onboarding experience for new staff and families.• Stronger alignment with inclusive education values and district expectations.	<p>The Organization will show progress by:</p> <ul style="list-style-type: none">• Track participation in onboarding, PD sessions, and parent nights.• Collect feedback from staff and families on relevance and impact.• Monitor implementation of inclusive strategies in classrooms.• Assess usage and understanding of WJ tool among ISTs.	<p>The Organization has demonstrated progress by:</p> <ul style="list-style-type: none">• Increased attendance and engagement in PD and onboarding.• Positive feedback from staff and families.• Observable inclusive practices in classrooms and school teams.• Improved assessment practices using WJ tool

IINSERT DEPARTMENT PLAN 2025-2026 DELIVERABLES AND METRICS: GROWTH

STAFF WILL	INTENDED IMPACT	MEASURES	PROGRESS & EVIDENCE
GOAL: Enhance the effectiveness, clarity, and accessibility of inclusive education services across the district by improving operational procedures, streamlining communication, and ensuring consistent, equitable access to resources and supports			
<p>Staff Will:</p> <ul style="list-style-type: none">Develop and implement a comprehensive communication strategy (Monday Memo, expanded newsletter including ELL, team responsibilities documentation).Rebrand and overhaul the Inclusive Education digital site to reflect inclusive values improve accessibility and access for all familiesCreate and share clear documentation of policies, procedures, and defined roles for Inclusive Education Services and school-based staff.	<p>Intended Impact:</p> <ul style="list-style-type: none">Increased clarity and transparency in communication across the district.Improved access to inclusive education resources for all partner groups.Greater consistency in service delivery and role understanding.Strengthened alignment with inclusive values and strategic goals.	<p>The Organization will show progress by:</p> <ul style="list-style-type: none">Launch of updated communication tools and digital site.Distribution and use of role/responsibility documentation.Feedback from staff and families on clarity and accessibility.Monitoring usage and engagement with digital resources.	<p>The Organization has demonstrated progress by:</p> <ul style="list-style-type: none">Positive feedback on communication improvements.Increased staff confidence in navigating roles and procedures.Higher engagement with digital tools and resources.Evidence of more consistent and equitable service delivery across sites.