

Goal 1. Enact viable and effective programs in an inclusive and equitable community of practice.
Benchmark 1. Increase enrollments and retention of students at all levels

Objective

6. Develop a Special Education / WISD project to train district para-pros to become certified SPED teachers

Strategies

- a. Work with faculty and administrators from the COE, TED, SPCD, and WISD to develop and implement the program and its elements.
 - i. **FY20** -
 - 1. Upon approval from MDE, implement the experimental program starting in winter of 2020.
 - 2. Edit the roll-out plan as needed
 - ii. **FY21-FY23** - offering the courses leading the first cohort completing
- b. Work with WISD to identify and admit qualified employees as students in this program.
 - i. **FY20**
 - 1. Identify and admit first cohort of 25 or more qualified para-pros as students. May enroll a few more so that if some drop out, we still have 25.
 - 2. Faculty in SPED and COE advisors will develop individual programs of study for each admitted student
 - 3. Annual feedback both formal and informal is obtained from participants and the schools where they are parapros.
 - 4. Adjust the program, courses, delivery format, days/times... as needed based on this feedback.
 - 5. Determine if this model is of interest to other ISDs.
 - ii. **FY21-FY24**
 - 1. When a new cohort starts or when a new student joins an existing cohort, faculty in SPED and COE advisors will develop individual programs of study for each admitted student
 - 2. Annual feedback both formal and informal is obtained from participants and the schools where they are parapros.
 - 3. Adjust the program, courses, delivery format, days/times... as needed based on this feedbackAdd cohort of 25+ students each fall (or do we wait until the first cohort is done?) ??
 - 4. When do we anticipate the first cohort will finish??
 - 5. Evaluate process after first cohort finishes
 - 6. File any new paperwork with MDE to make the program permanent or extend the experimental status?? (YEAR?)

Measurable Outcomes

Administration and Faculty led

- a. A degree and certification plans are formally approved by WISD, EMU, and MDE.
- b. Each cohort of students.
 - a. An individual plan of study for each participant. An analysis of the readiness of the student and their courses needed based on a review of the plans.
 - b. Number of students admitted to the program
 - c. Number of students who enrolled is first course
 - d. Analysis and summarise the student feedback (formal and informal) on the program, courses, formats, day and time...
 - e. Numbers of students still enrolled after 1, 2,... years and at completion of program
 - f. Average MTTC scores for tests taken for certification by each cohort. Analysis of patterns of lower than desired and subscale scores.

\$ needed

- a. FY20-FY24: mileage [for faculty???](#) from flex up funds - \$1,000/ year more if multiple cohorts with separate course tracks/days-times.

Data Sources

- a. Documentation that the plans were approved at EMU and by MDE.
- b. Formal and informal student and school feedback
- c. Individualized plans of study
- d. MTTC scores
- e. Class lists and grades

Persons responsible for Data

- a. Beth
- b. David
- c. Naomi Norman (WISD)

Parked strategies and notes for later-year consideration