



**Washington Center for Deaf and Hard of Hearing Youth**

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**Washington School for the Deaf**

**Strategic Plan**  
**2019-2024**

**CDHY/WSD Strategic Plan 2019-2024**

**Section 1: Providing statewide leadership and support for children who are deaf and hard of hearing who attend the Washington School for the Deaf, an American Sign Language (ASL) English bilingual institution.**

Family & Community Partnerships	School Resources	Instruction & Assessment of Student Learning	Educational Programs
Objectives	Objectives	Objectives	Objective
<p>Strengthening the viability of WSD through partnerships will enhance learning opportunities for students.</p>	<p>Maintaining updated and accessible information technology, classroom resources, and curriculum for WSD staff and students will support instruction and campus-wide communication.</p>	<p>Implementing a consistent curriculum, instruction, and multidimensional assessments to design a rigorous and equitable program will promote all Deaf bilingual learners to become critical and creative thinkers.</p>	<p>Providing innovative programming for all Deaf bilingual learners will foster academic excellence.</p>
<p><b>Improve</b> communication strategies with parents, teachers, residential staff, and community members.</p>	<p><b>Improve</b> integration of materials, technology, and best practices by investing in outside professional learning opportunities and upgrading school systems and materials.</p>	<p><b>Use</b> knowledge of students, assessments, and standards to identify needs of students and guide instruction.</p>	<p><b>Explore</b> other school-wide programs and procedures that support language, cognitive, and social emotional development.</p>
<p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory, progress, &amp; perception data</li> </ul> <p align="center">—</p> <p><b>Increase</b> partnerships within WSD, families, community members, other academic programs, and businesses.</p> <p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory &amp; count</li> </ul>	<p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory, progress &amp; perception data</li> </ul> <p align="center">—</p> <p><b>Use</b> across all academic school approved curriculum.</p> <p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory &amp; progress</li> </ul> <p align="center">—</p> <p><b>Revise</b> campus-wide communication systems and operations.</p> <p><i>Activity measure</i></p> <ul style="list-style-type: none"> <li>Inventory, progress, &amp; perception data</li> </ul>	<p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory, progress &amp; perception data</li> </ul> <p align="center">—</p> <p><b>Enhance</b> professional learning experiences to broaden and extend knowledge in utilizing curriculum, instructional resources, and assessment data.</p> <p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory, progress &amp; perception data</li> </ul>	<p><i>Activity measures</i></p> <ul style="list-style-type: none"> <li>Inventory, progress &amp; perception data</li> </ul>

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Activities	Activities	Activities	Activities
<p><i>Improve communication strategies</i></p> <ul style="list-style-type: none"> <li>● Expand resources for parents &amp; community (terrier times, parent packet)</li> <li>● Send WSD rep/booth to statewide events</li> <li>● Explore alternative means of communication with parents (conference, Skyward, FAN, Spanish interpreting services)</li> <li>● Improve campus-wide communications (signage, announcement of school-events, school calendar, Spanish translation, new students)</li> <li>● Expand staff collaboration between academic and residential departments</li> <li>● Disseminate student &amp; school-wide progress reports</li> </ul> <p><i>Increase partnerships</i></p> <ul style="list-style-type: none"> <li>● Collaborate with WaCAD, ILS &amp; Outreach to boost transition planning</li> <li>● Increase CTE opportunities</li> <li>● Increase job shadowing &amp; work placement opportunities</li> <li>● Offer more ASL &amp; Deaf Culture classes to community members</li> </ul>	<p><i>Improve integration of resources</i></p> <ul style="list-style-type: none"> <li>● Update library materials &amp; purchase more ASL &amp; Deaf resources</li> <li>● Provide additional Chromebooks and/or laptops for students</li> <li>● Provide hardware and software for campus or department-wide projects (audiology equipment, data collection procedures for admissions purposes).</li> <li>● Ensure software and apps are fully operational before each academic year.</li> <li>● Communicate instructional resources budget with academic staff</li> <li>● Update department report cards</li> </ul> <p><i>Use curriculum</i></p> <ul style="list-style-type: none"> <li>● Develop a cohesive instructional framework for each school approved curriculum adoption.</li> <li>● Develop curriculum guides for previous and upcoming curriculum adoptions and provide training.</li> <li>● Revisit curriculum adoption cycle to address social emotional learning.</li> </ul> <p><i>Revise campus-wide communications</i></p> <ul style="list-style-type: none"> <li>● Share plans for emergency preparedness (drills).</li> <li>● Ensure campus-wide communication allows for student announcements, news, and student created projects.</li> </ul>	<p><i>Use data to guide instruction</i></p> <ul style="list-style-type: none"> <li>● Analyze standards to develop appropriate and relevant learning targets</li> <li>● Use various types of data to make instructional and placement decisions.</li> <li>● Ensure curriculum maps include an articulated plan for the school year</li> <li>● Improve communication of progress of and with students (student goals)</li> <li>● Revise learner profile template to clearly reveal student progress over time</li> <li>● Update assessments &amp; assessment plan (K-12 ASL, SEL, Early literacy/math, transition)</li> </ul> <p><i>Enhance professional learning</i></p> <ul style="list-style-type: none"> <li>● Implement a plan to support early career teachers</li> <li>● Provide time and training to staff on using data to guide instruction.</li> <li>● Revise Collaborative Planning Time framework to allow for teachers/staff in similar fields to work together.</li> <li>● Provide training in differentiation, problem-based learning, thematic learning, Spanish culture, technology, social media, Tier 1 &amp; 2 supports.</li> </ul>	<p><i>Explore school programs</i></p> <ul style="list-style-type: none"> <li>● Develop &amp; implement WSD's school-wide language plan</li> <li>● Establish an elementary special needs classroom</li> <li>● Improve post-secondary planning</li> <li>● Become a trauma-responsive school</li> <li>● Improve Positive Behavior Intervention and Support Systems (PBIS) program (simplify reporting form, align academic &amp; residential expectations, revise student recognition plan, update Terrier Pride protocol)</li> <li>● Improve campus opportunities &amp; experiences of new students (ASL immersion program, 6th/7th grade transition)</li> </ul>

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### Performance Measures – Washington School for the Deaf

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| <ul style="list-style-type: none"><li>● The number of new and current students enrolled per year.</li><li>● The percentage of students meeting growth expectations for ASL, reading, writing, math &amp; social emotional learning per year.</li><li>● The percentage of student attendance per year.</li><li>● The percentage of students graduating on time based on High School Beyond Plan.</li><li>● The percentage of students involved in extracurricular activities per year.</li><li>● The percentage of students placed in post-secondary plan 1 year after graduation per year.</li></ul> | <ul style="list-style-type: none"><li>● The number of mainstreamed opportunities &amp; student enrollment per year.</li><li>● The percentage of mainstreamed course completion per year.</li><li>● The number of off campus work placement opportunities.</li><li>● The percentage of off campus work placement completion per year.</li><li>● The number of dual credit opportunities &amp; student enrollment per year.</li><li>● The percentage of dual credit completion per year.</li></ul> |
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### Baseline

Goal 1: Communication with and among staff, parents, alumni, school districts, and community members about students and school activities occurs through Terrier Times, email, letters, Skyward, benchmark progress reports, and report cards. WSD currently partners with local public schools to provide more course options for students and also partners with outside agencies to assist with post-secondary planning and professional development.

Goal 2: WSD has a board approved curriculum adoption policy and procedures that include an adoption cycle and a dedicated budget for curriculum and instructional resources. WSD does not have curriculum guides to assist teachers with the implementation of new curricula and resources. WSD also has a visual communication system that was installed in 2017. Communication during a disaster situation continues to be inconsistent.

Goal 3: Teachers use formative and summative assessments and have some understanding of how to use data to make instructional decisions. Standards are reflected in IEPs and curriculum maps. WSD maintains current frameworks for curriculum, instruction, assessment, and professional development, all based on state guidelines and/or staff feedback pertaining to students. WSD implements a team approach to address the academic, social, emotional, behavioral, personal, and career needs of students. Professional development framework includes various levels of collaboration.

Goal 4: WSD has a secondary transition program for students to gain work experience on and off campus, Independent Living Skills program after school for upper secondary students, and a post-secondary program on campus to assist with job training and independent living. WSD staff have had training in principles and applications of ASL/English bilingual education and positive behavior intervention and support.

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**Section 2: Providing statewide leadership and support for the coordination of regionally delivered educational services in the full range of communication modalities for children who are deaf and hard of hearing.**

**Section 2.1 CDHY Outreach Team: Statewide Local Support**

<b>Baseline:</b> Provide consultation – both on-site and remotely – to students and their families, school districts, and early childhood agencies and providers.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of Services Statewide through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students. Support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
<b>Goal 1:</b> Hire and maintain adequate workforce within the CDHY Outreach Team to meet the needs of deaf and hard of hearing students and their families, school districts, and early childhood agencies and providers.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Maintain and expand service on CDHY Outreach Team to include: <b>Early Childhood</b> <ul style="list-style-type: none"> <li>• Early Childhood Teacher of the Deaf</li> <li>• Family Engagement Specialist</li> <li>• Speech-Language Pathologist</li> </ul>	Maintain and expand service providers on the CDHY Outreach Team to include: <b>Culture &amp; Language</b> <ul style="list-style-type: none"> <li>• American Sign Language (ASL) Specialist</li> <li>• Family Engagement Specialist</li> <li>• ASL Teacher</li> <li>• Educational Interpreter Support</li> </ul> <b>Department Support</b> <ul style="list-style-type: none"> <li>• Administrative Assistant for Outreach</li> </ul>	Review staffing levels including: <b>Technology</b> <ul style="list-style-type: none"> <li>• Video Media Specialist</li> <li>• Technology Support</li> <li>• Social Media Manager</li> </ul> <b>Instruction/Evaluation</b> <ul style="list-style-type: none"> <li>• Audiologist</li> <li>• School Psychologist</li> <li>• Speech-Language Pathologist</li> <li>• Teacher of the Deaf</li> <li>• Transition Specialist</li> </ul> <b>Social Emotional Learning</b> <ul style="list-style-type: none"> <li>• Behavior Specialist</li> <li>• Counselor</li> <li>• School Psychologist</li> </ul>	

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**Performance Measure:**

1. Collect data showing date of service request and date of deployment of service.
2. Collect demographic data showing location and frequency of service delivery.
3. Demonstrate primary and secondary recipient of service. i.e. student, teacher, parent, support staff, professional development etc.

**Baseline:** Provide services and resources and learning/professional development opportunities to stakeholders throughout Washington State.

Family & Community Partnerships	Agency Resources	Consultation, Instruction, Assessment & Family Support	Educational Programs
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.

**Goal 2:** Disseminate information regarding consultation services available from the CDHY Outreach Team to Educational Services Districts (ESD), school districts, early childhood agencies and providers, families, and other stakeholders throughout the state.

Activities	Activities	Activities	Activities
Provide CDHY Outreach Team member representation statewide for professional development and provide information at Special Education Director Meetings, early childhood agency and provider meetings, RESPECT meetings, and other community events and conferences.	Disseminate information via website, brochure, list serve, and event flyers	N/A	N/A

**Performance Measure:** Collect data related to the place and number of times information is disseminated across all platforms reported quarterly.

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Family & Community Partnerships	Agency Resources	Consultation, Instruction, Assessment & Family Support	Educational Programs
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.

**Goal 3:** Provide ASL instruction to families, students, and professionals throughout the state.

Activities	Activities	Activities	Activities
Teach ASL to families in person or via video resources	Create grade specific ASL videos to be housed on the CDHY website	Provide in person and remote ASL instruction to families statewide.	N/A

**Performance Measure:** CDHY will create 5 ASL videos per year increasing the number of individuals and/or families receiving ASL instruction from 15 to 30 by June 2025 by tracking automatic website visits and in-person home visits reporting *yearly*.

Family & Community Partnerships	Agency Resources	Consultation, Instruction, Assessment & Family Support	Educational Programs
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.

**Goal 4:** Partner with public and private partners to ensure services are delivered statewide at the local level.

Activities	Activities	Activities	Activities
Establish and maintain partnerships for providing services	Develop tele-practice technology to deliver services to remote locations to	Work with public and private partners to ensure families, school districts,	N/A

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at the local level.	minimize travel <i>when possible</i> .	local lead agencies and other service providers receive appropriate early intervention services and educational supports for pre-school – grade 12.	
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**Performance Measure:** CDHY will increase direct and tele-practice services at the local level using public/private partnerships to provide services in underserved areas. Monitor requests monthly and increase as needed.

**State & Local Events**

**Baseline:** Provide 3 Family Engagement events at the state and local levels.

Family & Community Partnerships	Agency Resources	Consultation, Instruction, Assessment & Family Support	Educational Programs
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
Activities	Activities	Activities	Activities
Partner in facilitating Family Engagement events in various regions around the state.	Establish and maintain an event committee to plan and facilitate Family Engagement events with partnership agencies.	<ol style="list-style-type: none"> <li>1. Disseminate information regarding Family Engagement events on the website and Newsletters.</li> <li>2. Create and disseminate an Outreach Team newsletter and new list serve to reach TODs, related service staff, and interpreters at the local level.</li> <li>3. Create and disseminate video content to make Family Engagement events available for</li> </ol>	



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		outlying families unable to attend in person, made available on the CDHY website.	
<b>Performance Measure:</b> CDHY will increase local family engagement events from 3 locations, adding 2 new locations per year until June 2025.			
<b>Goal 1:</b> Expand opportunities for Family Engagement events at the state and local levels.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
N/A	Explore agency capacity to expand Family Engagement activities	Disseminate information regarding Family Engagement events via CDHY website and CDHY (WSD) Newsletter. Create and disseminate an Outreach Team newsletter and new list serve to reach TODs, related service staff, and interpreters at the local level. Create and disseminate video content to make Family Engagement events available for outlying families who cannot attend in person, made available on the CDHY website.	N/A
<b>Goal 2:</b> Educate students and parents of deaf and hard of hearing youth through statewide and local events.			

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Activities	Activities	Activities	Activities
<ul style="list-style-type: none"> <li>Co-facilitate 3 annual statewide events:</li> <li>Family Camp</li> <li>JA World: Deaf 2 Deaf Experience</li> <li>Deaf Fiesta</li> </ul>	N/A	Provide training opportunities for parents including, but not limited to: ASL, mental health, social-emotional health, self-advocacy, speech-language, listening and spoken language, transition and resources	Provide training opportunities for students including but not limited to: financial literacy, ASL, mental health, social-emotional health, self-advocacy, transition preparation, and resources.
<b>Performance Measure:</b> CDHY will gather yearly customer feedback on quality of services and input on future needs through surveys.			

**Assessment, Evaluation, Transition, & Technology**

Assessment, Evaluation			
<b>Baseline:</b> Provide assessment, evaluation, and consultation services to early childhood programs, school districts, families, and providers serving deaf and hard of hearing students including but not limited to: academic, cognitive, social-emotional-behavioral, speech-language, transition, and ASL.			
Family & Community Partnerships	Agency Resources	Consultation, Instruction, Assessment & Family Support	Educational Programs
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
<b>Goal 1 – Assessment and Evaluation:</b> Provide consultation, assessment and evaluation services, program administration, to school districts, early childhood agencies and providers serving deaf and hard of hearing students.			
Activities	Activities	Activities	Activities
N/A	Disseminate information regarding services available through CDHY via regional and statewide meetings, website, and brochure.	N/A	N/A

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<b>Goal 2 – Assessment and Evaluation:</b> Obtain a comprehensive collection of evidence-based assessments, evaluations and curriculum resources and other instructional tools for member of the CDHY Outreach Team to use and demonstrate to local school districts.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Share resources with Families and other stakeholders.	Identify and procure assessment, evaluation, curriculum resources and other instructional tools	Create training modules for professional development and capacity building activities to share with local school district staff and other service providers.	Create demonstration sites either virtually or in-person for the implementation of research based instructional materials.
<b>Performance Measure:</b> Submit data on outreach services by providing annual reports to the Board of Trustees and other partnership agencies.			
<b>Transition</b>			
<b>Baseline:</b> Provide transition related information and support to deaf and hard of hearing students, their families and educators throughout Washington State through on-site consultation, regional and statewide meetings and events, and web-based and digital platforms.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
<b>Goal 1:</b> Support transition related training needs of deaf and hard of hearing students, their families, local school districts, educators and other service providers throughout Washington State.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
	Identify and procure assessment, evaluation, curriculum resources, and other instructional tools.	<ol style="list-style-type: none"> <li>1. Create professional development modules to share transition activities at the local level.</li> <li>2. Expand statewide events supporting youth transitioning from school-to-work.</li> </ol>	

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<b>Performance Measure:</b> Increase opportunities for students, parents, teachers and other service providers to participate in transition events from one opportunity per year to three per year. Surveys will be sent to each participant upon conclusion of the event to determine effectiveness and gather input for future events as measured by survey and data gathering devices.			
<b>Technology</b>			
<b>Baseline:</b> Utilize the CDHY website to disseminate information regarding available services such as consultation, evaluation, assessment resources. Provide video resources and generate awareness about events and professional development opportunities.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf and hard of hearing.
<b>Goal 1:</b> Maintain and update agency website information and resources for professional development opportunities including on-line module training, webinars, distance learning and community events.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Track web usage and resources on CDHY webpages	Hire and maintain a visual access specialist to record and manage agency resources and remote training library to include: <ol style="list-style-type: none"> <li>1. Video series on financial literacy</li> <li>2. ASL lessons for students, families, and professionals</li> <li>3. Training workshops available live and as saved webinars such as Deaf Ed 101</li> </ol>	Maintain resources available for local service providers, teachers, parents and stakeholders.	Develop modules for demonstration of technology usage and sharing information virtually.
<b>Performance Measure:</b> Develop a position to develop and utilize video conferencing platforms when possible creating pathways for participation in and facilitation of meetings and other training opportunities for local school district staff, early childhood personnel and other service delivery personnel to support deaf and hard of hearing youth and children and their families throughout Washington.			

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<b>Goal 2:</b> Utilize video conferencing platforms when possible to participate in and facilitate meetings with district personnel, early childhood staff, parents and other stakeholders.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Facilitate professional learning community meetings (Birth-3, audiology, SLP, ITOD, RESPECT and other professional development groups) using video conferencing platforms to connect people across the state.	Identify and budget for any new software or hardware purchases to support on-line activities.	Outreach consultants participate in IEP, evaluation results and consultation and visit follow-up meetings to reduce travel and increase capacity for service delivery resulting in reduced travel time and expense. Facilitate home visits vial video conferencing platforms whenever possible that meets family need and preference.	Identify resources needed to enhance educational programs through use of virtual learning environments.
<b>Performance Measure:</b> Collect data on how many individuals participate in professional learning, follow-up and evaluation results meetings. Increase home visits and other direct student support activities utilizing video conferencing platforms by 40 per cent.			
<b>Goal 3:</b> Procure and maintain statewide database tools that comply with FERPA and HIPPA guidelines to support the collection of demographic and service delivery information. Information may include student names, age, grade level, location, home school district, parent contact, service request and referral, as well as the provision and availability or inability to deliver services at the local level. Additionally, include information on early childhood programs and K-12 data, state and local events and transition services and activities.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Track web usage and resources on CDHY webpages	Research and develop criteria to procure a database and document storage system that interfaces with district student information systems, if possible. This system should have the capacity to analyze and interpret data and identify service gap locations and type.	N/A	N/A
<b>Performance Measure:</b> Procure a database and document storage system by end of Fiscal Year 2021. Develop an implementation and support plan for gathering, and using data to drive outreach services by location, type of service, disability, age/grade level of student, and identifies necessary supports and gaps when supporting family engagement, teacher and service provider, and other capacity barriers to broaden impact and usage of state resources.			

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<b>Goal 4:</b> CDHY Outreach Team members will demonstrate knowledge and skills necessary to effectively utilize technology and train others to use technology to reach students, families and service providers who support deaf and hard of hearing students who are isolated or live remotely.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Utilize training from the information technology staff at CDHY and partnership agencies providing service and support for d/hh youth and children, their families and the service providers who provide direct educational support to them.	Provide training opportunities for the Outreach Team related to the use of technology including database use, effectively utilizing a shared document server, remote library resources, website navigation and functions to support the delivery of educational and family engagement activities at the local level.	Develop resources available for local service providers, teachers, parents and stakeholders.	Develop modules for demonstration of technology usage and sharing information virtually.
<b>Performance Measure:</b> CDHY Outreach staff will receive additional technology-based training for data collection and the dissemination of service from one day per year to three days per year.			

**Section 3.1 Expand system capacity at the local and statewide level by collaborating with appropriate public and private partners for the training and professional development of educators serving children who are deaf and hard of hearing.**

**Section 3.1 CDHY Outreach Team: Professional Development**

<b>Baseline:</b> Provide professional development opportunities throughout the state to educators and early childhood providers who serve deaf and hard of hearing youth from birth – 21.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of Statewide Services through consultation, professional development, dissemination of information to school districts, other service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are d/hh.

**CDHY/WSD Strategic Plan 2019-2024**

<b>Goal 1:</b> Increase regional and statewide professional development opportunities both in-person and remotely.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
Conduct professional development and training as requested by districts and/or identified through Outreach team consultations which addresses the gaps in knowledge critical for the needs of Deaf and hard of hearing youth throughout the state.	N/A	N/A	N/A
<b>Performance Measure:</b> CDHY will increase professional development opportunities from 15 per year to 30 per year measured by participant sign-in sheets data collected annually.			
<b>Family &amp; Community Partnerships</b>	<b>Agency Resources</b>	<b>Consultation, Instruction, Assessment &amp; Family Support</b>	<b>Educational Programs</b>
Strengthen the delivery of statewide services through consultation, professional development, dissemination of information to school districts, service providers and parents to enhance learning opportunities for students at the local level.	Maintain up-to-date and accessible information technology, classroom resources, and curriculum for Statewide Outreach staff and students will support instruction and campus-wide communication.	Implementing a consistent method of support for districts to provide appropriate instruction, assessments and consultation to design a rigorous and equitable program to promote access and educational best practices for all Deaf and hard of hearing learners at the local level.	Provide innovative programming for all deaf learners, educators, service providers and parents to support the development of programs at the local level to support settings with critical mass and ensure academic excellence for youth and children who are deaf/hh.
<b>Goal 2:</b> Provide professional development opportunities to our Outreach team consultants in order to stay current and updated on research and evidence-based practices.			
<b>Activities</b>	<b>Activities</b>	<b>Activities</b>	<b>Activities</b>
N/A	Consultants will attend workshops, trainings, and conferences that align with their area of expertise and professional interests. A summary of the content learned will be shared with the Outreach team and reported to the Board of Trustees.	N/A	N/A
<b>Performance Measure:</b> Consultants will actively pursue professional development opportunities at a minimum of twice a year, as budget allows.			