

# Figure 3 Classification of Actions

**Triggering Question:** "What specific ACTIONS, if adopted and implemented, can overcome barriers to approximate the ideal vision leading to the Michigan Department of Education's School for the Deaf ability to deliver an extraordinary educational experience that leads to successful career and college-ready student outcomes?"

## Cluster 1: Professional Learning

2: DEVELOP AN INTERNSHIP PROGRAM FOR TEACHERS AND INTERPRETERS AT MSD TO PROMOTE QUALITY PERSONNEL

3: DEVELOP A UNIVERSITY BILINGUAL BICULTURAL ASL ENGLISH PROGRAM IN THE STATE

11: PROVIDE INCENTIVES TO MICHIGAN UNIVERSITIES TO OFFER TEACHER PREPARATION PROGRAMS IN THE AREA OF DEAF HARD-OF-HEARING

16: DEVELOP AND IMPLEMENT A PROGRAM TO EDUCATE AND INFORM ADULTS ABOUT THE EVIDENCE BASED BENEFITS OF VARIOUS EDUCATION AND COMMUNICATION OPTIONS FOR STUDENTS WHO ARE DEAF OR HARD-OF-HEARING

25: ESTABLISH A TEAM OF EXPERTS AND RESOURCES TO RESPOND TO IDENTIFY NEEDS OF ISD/LEA OPERATED DEAF AND HARD-OF-HEARING PROGRAMS

28: TO SET UP A SPEAKER BUREAU OR GROUP THAT INCLUDES TEACHERS AND LINGUISTIC MODELS TO TRAVEL TO PRESENT INFO REGARDING ASL LINGUISTICS AND DEAFNESS AROUND THE STATE

46: ESTABLISH A BIENNIAL CONVENTION FOR TEACHERS OF THE DEAF REGARDING BEST PRACTICES AND PROMISING PRACTICES

56: ESTABLISH CRITERIA AND ACTIONS FOR STAFF TO BECOME PROFICIENT IN ASL

68: REQUIRE MSD DORM STAFF TO HAVE CHILD DEVELOPMENT OR COLLEGE CLASSES TO CONTINUE EDUCATION IN THE DORM

73: MSD WILL PROVIDE CONTINUING EDUCATION UNITS IN LINGUISTIC AND DEAF EDUCATION TRAINING

## Cluster 2: Funding

4: ENGAGE MDE LEADERSHIP AND STATE BUDGET OFFICE TO WORK WITH THE LEGISLATURE TO CHANGE MSD'S FUNDING SO LOCAL DISTRICTS ARE NOT CHARGED

9: REQUEST THAT THE STATE OF MICHIGAN ALLOCATE GENERAL FUNDS FOR THE SUPPORT OF THE MICHIGAN SCHOOL FOR THE DEAF AND ALLOW US SOME OF THE EXTRAS LIKE A SOCIAL WORKER AND A PSYCHOLOGIST

43: ENABLE PARENTS TO ENROLL THEIR CHILDREN WHO ARE DEAF OR HARD-OF-HEARING IN THE MSD

64: ESTABLISH A WAY TO ALLOW MSD TO HAVE FOUNDATION MONIES

71: ESTABLISH FUNDING FOR COMMUNITY ASL TEACHERS

## Cluster 3: Policy

5: ENGAGE THE DEAF COMMUNITY TO SPEAK WITH EACH OF THEIR LEGISLATORS

10: ESTABLISH A STATE LAW REQUIRING THAT ANY CHILD FOUND TO BE DEAF MUST BE REFERRED TO THE MICHIGAN SCHOOL FOR THE DEAF FIRST

23: CREATE A STATUTE REQUIRING A PHYSICIAN WHO IDENTIFIES A DEAF OR HARD-OF-HEARING CHILD TO PROVIDE THE FAMILY WITH THE CONTACT INFORMATION AND PRINTOUT FROM EACH OF TWO STATE AGENCIES, LIO UNDER MDE AND DODDBHH UNDER DCR, DEPARTMENT OF CIVIL RIGHTS, ALONG WITH A FAMILY RESOURCE PAGE COMPILED IN COORDINATION WITH THE MICHIGAN DEAF ASSOCIATION

37: ESTABLISH A LIST OF LEGISLATIVE AND SYSTEMATIC BARRIERS TO BE ADDRESSED BY A LOBBYING GROUP

58: REMOVE UNION BARRIERS (EX: BANNING PARENTS/ EMPLOYEES FROM VOLUNTEERING)

63: ESTABLISH A COLLABORATION BETWEEN MSD, MDE, STATE LEGISLATORS TO CHANGE LAWS, ACTS AND RULES RELATED TO DEAF EDUCATION

# Figure 3 Classification of Actions

**Triggering Question:** "What specific ACTIONS, if adopted and implemented, can overcome barriers to approximate the ideal vision leading to the Michigan Department of Education's School for the Deaf ability to deliver an extraordinary educational experience that leads to successful career and college-ready student outcomes?"

## Cluster 4: Leadership

6: TO CREATE A MEANINGFUL AND INCLUSIVE STRATEGIC PLANNING PROCESS TO MOVE THE OUTCOME OF THIS PHASE FORWARD

18: SET UP AND EXPAND THE ADMINISTRATIVE TEAM OF MICHIGAN SCHOOL FOR THE DEAF TO CARRY ON THE VISION, MISSION AND BELIEF STATEMENTS OF MSD

27: ESTABLISH A TEAM OF DEAF SPECIALISTS WHO CAN CONSISTENTLY WORK WITH THE MDE SPECIAL EDUCATION DEAF EDUCATION

38: HEAL THE RELATIONSHIP BETWEEN THE DEAF COMMUNITY AND STATE AGENCIES

44: CREATE AN ADVISORY GROUP THAT WOULD WORK BETWEEN MDE AND MSD AND THE DEAF COMMUNITY

48: CREATE A STAKEHOLDER GROUP TO DEVELOP EXPECTATIONS/CRITERIA ON WHAT A NEW LEADERSHIP STRUCTURE SHOULD LOOK LIKE AT MSD

60: REQUIRE CULTURALLY DEAF LEADERS IN ADMINISTRATIVE LEVELS

66: PROMOTE CHANGE IN EMBRACING DEAF IDENTITY WHILE REMOVING PATHOLOGICAL AND MEDICAL VIEWS

76: GREATER COLLABORATION WITH LIO

## Cluster 5: Student and Family Programs

8: COLLABORATE AND INVEST IN SUMMER PROGRAMS FOR THE DEAF, HARD-OF-HEARING, DEAF BLIND AND THEIR FAMILIES

13: IMPROVE MSD EDUCATION TO IMPROVE STUDENT ABILITIES

14: DEVELOP AND COLLABORATE WITH COMMUNITY STAKEHOLDERS TO PROVIDE PARENT SUPPORT GROUPS AT THE SCHOOL FOR THE DEAF FOR PARENTS WITH CHILDREN FROM BIRTH TO THREE

17: IMPLEMENT STATE OF THE ART ASL ENGLISH BILINGUAL EARLY CHILDHOOD PROGRAMS SERVING DEAF CHILDREN 0-3 THROUGHOUT THE STATE THROUGH HOME VISITS AND THE USE OF TECHNOLOGY

31: EXPAND AND BUILD CAPACITY TO INCREASE TRANSITION PLANNING AND PROGRAMMING AT MSD

32: IMPROVE THE COLLABORATION OF THE IFSP AND IEP MEETINGS THROUGHOUT THE STATE OF MICHIGAN

34: DEVELOP AND IMPLEMENT A PROGRAM TO EDUCATE AND INFORM STUDENTS AND CHILDREN WHO ARE DEAF OR HARD-OF-HEARING ABOUT THEIR EDUCATION AND COMMUNICATION OPTIONS

41: PROMOTE AND ADOPT A BALANCED CALENDAR

47: CREATE INCENTIVE PROGRAMS FOR STUDENTS

49: DEVELOP A BETTER ATHLETIC PROGRAM

59: PROVIDE A DEAF DAY FOR ALL DEAF HARD-OF-HEARING DEAF BLIND STUDENTS STATEWIDE, JOB FAIR, FIELD DAY TO ALLOW STUDENTS TO INTERACT WITH EACH OTHER

62: IMPLEMENT STATE OF THE ART CAREER TECHNICAL EDUCATION PROGRAMS OPEN TO DEAF AND HARD-OF-HEARING STUDENTS STATEWIDE

65: OPEN A WEEKEND RESIDENTIAL PROGRAM FOR STUDENTS WHO LIVE FAR AWAY, A FAMILY WEEKEND, OR A LEADERSHIP TRAINING FOR DEAF CHILDREN, ETC

69: MAKE IT POSSIBLE FOR ALL PARENTS OF DEAF AND HARD-OF-HEARING CHILDREN TO HAVE FREE ASL CLASSES, EITHER ON CAMPUS OR IN CONJUNCTION WITH LOCAL COLLEGES

70: MSD OFFER 1-2 WEEK STUDY ABROAD FOR HIGH SCHOOL STUDENTS

74: IMPLEMENT GRADUATION REQUIREMENTS FOR STUDENTS TO PERFORM COMMUNITY SERVICE

75: CREATE AN INDEPENDENT HOUSE FOR SENIORS TO LIVE THAT ALLOWS THEM TO HAVE MORE CONTROL OVER THEIR DAILY LIFE TO ASSIST THEM TO BECOME COLLEGE-READY

# Figure 3 Classification of Actions

**Triggering Question:** "What specific ACTIONS, if adopted and implemented, can overcome barriers to approximate the ideal vision leading to the Michigan Department of Education's School for the Deaf ability to deliver an extraordinary educational experience that leads to successful career and college-ready student outcomes?"

## Cluster 6: Statewide Infrastructure

**12:** DEVELOP A PLAN TO ESTABLISH AND IMPLEMENT OUTREACH COLLABORATIONS WITH ISD'S/RESA/LEA/ AGENCIES/ UNIVERSITIES

**20:** CREATE REGIONAL MSD, 0-3 ASL ENGLISH AND DEAF/ HARD-OF-HEARING PROGRAMS ACROSS THE STATE

**30:** RESEARCH AND IF DEEMED EFFECTIVE THAT MSD IMPLEMENT OFF SITE LEARNING OPPORTUNITIES, SUCH AS A SATELLITE CAMPUS FOR STUDENTS WHO ARE DEAF HARD-OF-HEARING

**35:** RESTRUCTURE STATEWIDE RESOURCES/AND SERVICES FOR DEAF AND HARD-OF-HEARING BY MAKING MSD THE CENTRAL LOCATION FOR EVERYTHING DEAF ED RELATED INCLUDING ASL PI, LIO, EHDI, TEACHER CONSULTANT, OUTREACH, ETC

**36:** DEVELOP A PARTNERSHIP WITH AN ENTITY TO EXPLORE DEVELOPMENT OF A SATELLITE MSD SCHOOL PROGRAM IN SOUTHEAST MICHIGAN

**55:** MSD TO ESTABLISH WEB BASED TRAINING PROGRAMS FOR FAMILIES, PROFESSIONALS AND STUDENTS

## Cluster 7: Curriculum and Instruction

**15:** DEVELOP, REFINE AND COORDINATE TRAINING ASSISTANCE WITHIN THE STATE TO IMPLEMENT AN ASL CURRICULUM WITHIN THE CLASSROOM INCLUDING ALL SUBJECT AREAS

**21:** IMPROVE THE STUDENT'S EQUAL EDUCATIONAL ACCESS TO EDUCATION

**33:** KEEP ABREAST OF CURRENT RESEARCH AND BEST PRACTICES IN ASL TEACHING AS WELL AS LEARNING

**40:** RESTRUCTURE AND REQUIRE A BALANCE BETWEEN ASL AND ENGLISH LITERACY AND INSTRUCTION

**51:** REESTABLISH THE MSD TEACHING PHILOSOPHY

**67:** DEVELOP POSITIONS TO TEACH ASL AND PROVIDE ASL SERVICES AT MSD AND THROUGHOUT THE STATE OF MICHIGAN

## Cluster 8: Recruitment and Retention

**19:** DEVELOP COLLEGE, MSD AND MICHIGAN LOW INCIDENCE OUTREACH COLLABORATIVE TO PRODUCE MORE INTERPRETERS AND TEACHERS

**24:** SET UP AN INCENTIVE OR A MENTOR PROGRAM FOR LONG TERM SUBS TO BECOME PERMANENT EMPLOYEES AT MSD

**26:** ENHANCE MICHIGAN CIVIL SERVICE EMPLOYMENT DESCRIPTIONS FOR MSD EMPLOYMENT POSITIONS

**29:** INCREASE THE PAY OF TEACHERS TO REDUCE THE LOSS

**39:** MAKE MICHIGAN A 'DEAF ED DESTINATION' THROUGH COORDINATED EFFORTS TO REIMAGINE AND RE-EDUCATE TEACHERS FOR DEAF CHILDREN IN MICHIGAN

**50:** MDE SHOULD COLLABORATE WITH MSD LEADERS ON REVISING THE ENDORSEMENT REQUIREMENTS FOR TEACHERS OF THE DEAF AND HARD-OF-HEARING

**54:** THOSE POSITIONS LIKE AIDES, SUPPORT SERVICES, AND ANY OTHER CONTRACTED EMPLOYEE WOULD BE HIRED AS A FULL TIME STATE EMPLOYEE WITH FULL BENEFITS

# Figure 3 Classification of Actions

**Triggering Question:** "What specific ACTIONS, if adopted and implemented, can overcome barriers to approximate the ideal vision leading to the Michigan Department of Education's School for the Deaf ability to deliver an extraordinary educational experience that leads to successful career and college-ready student outcomes?"

## Cluster 9: Facilities

22: MOVE TO A NEW STATE OWNED FACILITY WITH SUFFICIENT CAPACITY AND PROPER DESIGN IN A DESIRABLE, OPTIMAL LOCATION

53: REDESIGN THE CURRENT CAMPUS TO CREATE AN ASL DEAF FRIENDLY SPACE WITH CAPACITY TO SERVE STATEWIDE

57: ESTABLISH BETTER TRS (TELECOMMUNICATION RELAY SERVICE) FOR MSD

## Cluster 10: Networking

42: DEVELOP A MONTHLY PUBLICATION ELECTRONIC NEWSLETTER, BLOG, TO SEND OUT STAKEHOLDERS IN THE COMMUNITY

45: SET UP MULTIPLE NATIONAL CONVENTIONS IN MICHIGAN TO SHARE RESEARCH, TECHNOLOGY, IDEAS RELATED TO DEAF EDUCATION

52: FORM SD TO PRODUCE A SERIES OF YOU TUBE VIDEOS TO EDUCATE HEARING PEOPLE ABOUT DEAF NEEDS

61: PRODUCE A MEMO FROM THIS GROUP OF STAKEHOLDERS WITH A SPECIFIC LIST OF RECOMMENDATIONS TO SUBMIT TO LEGISLATORS

72: TO BUILD A STRONGER COMMUNITY, SCHOOL AND FAMILY RELATIONS

77: CREATE ELECTRONIC OPPORTUNITIES TO GATHER INPUT FROM THE DEAF COMMUNITY AND ASSESS THE NEEDS OF PARENTS AND PROFESSIONALS STATEWIDE