



Laurie Nielsen Person-First Terminology Policy

Champions for Leadership
June 12, 2012



SANTA CLARA COUNTY
OFFICE OF EDUCATION

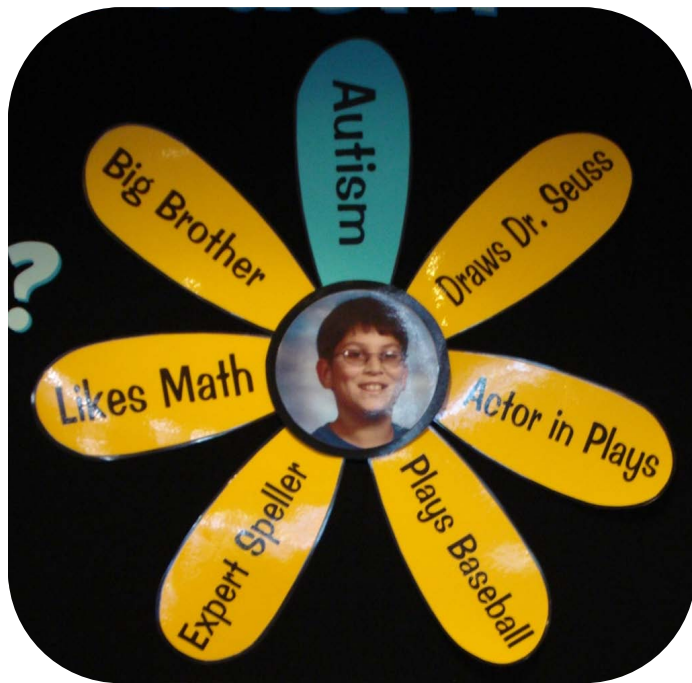
Goals

- Professional development goals for champions for leadership program
 - Continue quest for leadership knowledge after my administration credential
 - Learn from the core leadership team
 - Observe servant leadership in action

Project Goals

- **Problem:** we have a Person-First terminology policy but no one knows it.
- **Solution:** create a three-year plan to roll out the policy to all SCCOE employees
- **Alignment:** Goal 1 SCCOE will be the central, active leader and voice on critical education issues.
 - That voice should be one of equity, acceptance, and respect

In writing or speech, place the person before the label



a child with autism



an autistic child

Accomplishments/Successes

Created a Person-First terminology (PLT) resource kit:

- Poster
- Handouts packet
 - Pledge of respect for students with disabilities
 - A self-assessment tool for using Person-First terminology
- Policy reminder card
- Bookmark

Three-Year Plan

1

- Roll out to leadership team at August retreat
- Provide a PFT resource kit to each leader

2

- Recruit 50 PFT champions from each branch
- Provide trainer of trainers seminar
- Create electronic PFT product catalog

3

- PFT champions present to SCCOE branch employees

Key Learnings

- Overall learning:
 - Useful communication and decision-making strategies
 - Variety of leadership styles as well as learning styles
 - Built relationships with CFL members & core leadership team
 - Take the next step to Leadership Rep Council
- Project learning:
 - Learned to write a statement of work
 - Learned components of project management
 - Learned who to go to ask for assistance

The Secret

Thank you for your commitment to
*seeing the future and engaging and
developing others.*

- My fellow CFL members
- Core leadership team
- Mentor: Edith Mourtos
- Manager: Janice Battaglia