



# Laurie Nielsen

## Person-First Terminology Policy

Champions for Leadership  
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# 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, placerou-lae

# 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