



Managing the Change Process

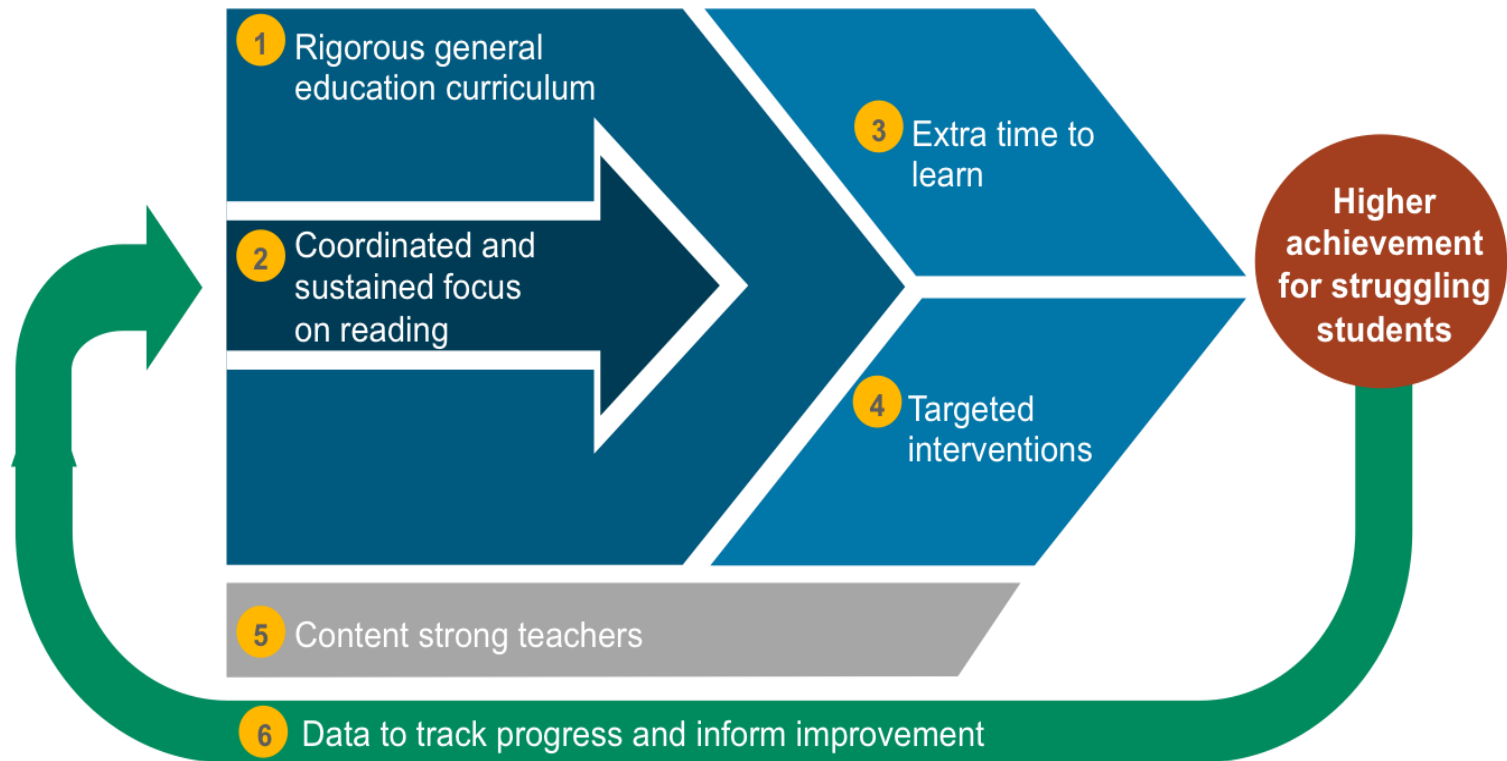
2016 AMSD Policy Conference

November 15, 2016





DMC Best Practices





Changes...

FROM ...

Staffing related services (speech/language and DAPE) based on caseload

FROM ...

Students on IEPs learning reading and math from special education teachers

TO...

Staffing related services based on direct service minutes and average group size

TO...

Students on IEPs - and all struggling learners - learning reading and math from content-strong teachers





Changes...

FROM ...

Struggling learners receiving the same instruction and intervention in the same amount of time as all students

FROM ...

70+ paras working in special education

TO...

Struggling learners receiving targeted instruction, personalized to their needs

TO...

Less than 50 paras working in special education, freeing up resources to add content-strong reading and math teachers





Changes...

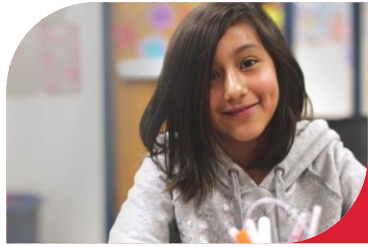
FROM ...

General education and special education working in isolation (my kids)

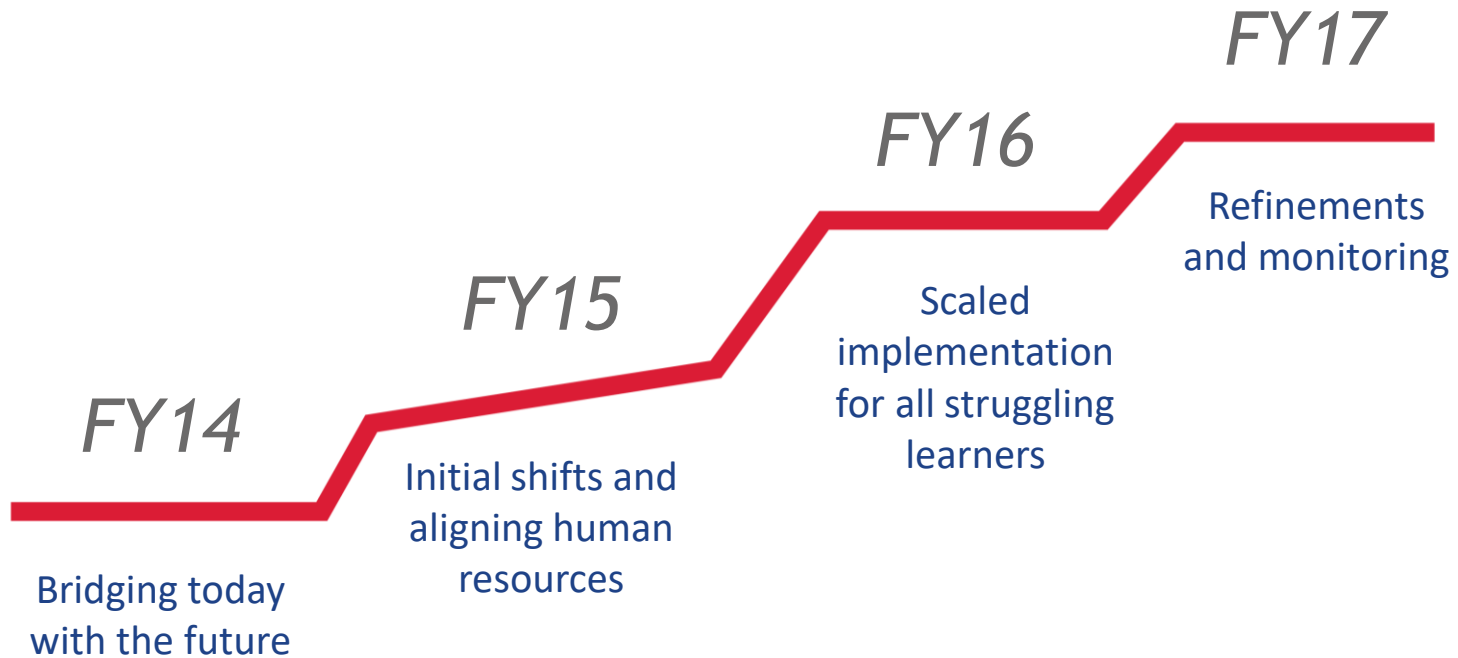
TO...

Strong collaboration (our kids), with redefined roles aligned around student needs





Timeline ...





Journey ...

SLP leadership
approach & structure

Continuum of conversations

Call to
action

Leverage goals and
leading indicators

Union collaboration

Design thinking/paradox

Purposeful and
flexible staffing

Pressure and
support

Mindset shifts

Talent reviews

Leadership
story





Impact ...

- Students making aggressive growth over multiple years to reach college-ready benchmarks
- Movement of students within stanines
- Return on investment
- Student engagement, growth mindset, career and life skills: being a student of your students

