Building the Bridge
Campus & District Collaboration to Lead Systems Change

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Surveying the Land
“Mental models - deeply ingrained assumptions, generalizations, or even pictures or images that influence how we take action.” (Senge, 1990)

District
- Data
  - PBMAS Staging
- Structure
  - Centrally located Assessment Teams
  - Decrease from 12 to 6 assessment staff mid-year
- Critical Needs

Campus
- Data
  - Campus Special Education Services
- Structure
  - 2 ARD Interventionists
  - Assessment Team shared with another campus
  - 6 new Sped Teachers
- Critical Needs

Blueprint
“Building a Shared Vision where there is genuine vision, people excel & learn not because they are told to, but because they want to.” (Senge, 1990)
Vision: To provide collaborative services in an environment that embraces all learners to successfully achieve their full potential

OBJECTIVES

The Department of Special Services will...

- Be active and contributing members of pre-referral committee meetings including RtI Committee Meetings beginning at Tier II and Child Find.
- Increase collaboration among general education, special education, and assessment staff (multi-disciplinary teams), as well as family members.
- Equip administrators, professionals, and paraprofessionals with knowledge of an ARD Facilitation processes that support student needs.
- Collaborate with all Curriculum Departments to provide high quality instructional opportunities for all students receiving special education services, focusing on the individualized needs of the student.
- Coordinate and provide training on services and protections for students on the basis of disability under Section 504
- Maintain and analyze student records for state and federal accountability and define district operational needs based on current student data.

Construction & Design

“Building a Shared Vision: Where there is genuine vision, people excel & learn, not because they are told to, but because they want to” (Senge, 1990)

District
- Risk-Taking Training
- Procedures & Guidelines Gallery Walk
- IEP for High Quality ARD Meeting Activity
- Special Service Team Roles & Responsibilities
- Team Planning & Goal Setting

Campus
- Beginning of the Year Staff Development
- Case Management
- Database Management
- Transition
- Leadership Team Training
- Special Services Plan
- Database Management

Project Meetings

“Personal Mastery: Discipline of continually clarifying & deepening our personal vision of focusing our energies of developing patience and of seeing reality objectively” (Senge, 1990)

District
- Special Service Team Training
  - Team Building
  - Collaborative Time
  - Vulnerability Training (Brown, 2012)
- District Wide PLCs
  - Database management
  - PLAAPP & IEP training
- District Data Teams
  - 6 week Data Reviews
  - Case specific need review

Campus
- Department Meetings
  - Database management
  - ARD Process & Transition
  - Case Management
  - CITW
- Campus Special Service Team Meetings
  - ARD Meeting Planning and preparation
- Leadership Team Meetings
  - Review of District & Department Special Service agendas/areas of need
  - District training in specific areas of need
### Tools

“[It] is not just about caring for employees. It is also about what works to get results...creating the conditions for them to succeed.” (Fullan, 2008)

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<tr>
<td>ARD Training</td>
<td>ARD Binders &amp; Posters</td>
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<td>Agenda &amp; Norms</td>
<td>YAG Process</td>
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<td>ARD Guides</td>
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<td>Note taking guides</td>
<td>Case Manager Tools</td>
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<td>Quality Indicators</td>
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<td>Case Manager Guidelines</td>
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<td>Paraprofessional Guidelines</td>
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### Frequent Inspections

“Learning in context whatever is taught must be steeped in learning through reflective action.” (Fullan, 2008)

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<td>Progress Reporting System</td>
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<tr>
<td>Classroom Visits</td>
<td>Pre-ARD Review</td>
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<tr>
<td>Instructional Specialists (coaches)</td>
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<td>Quality Audits</td>
<td>Parent Survey Feedback</td>
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<td>Coaching/reflective conversations</td>
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### Maintenance & Reinforcement

“To practice a discipline is to be a life long learner...you never arrive...” (Senge, 1990)

- Current Data Review
  - District
  - Campus
- Team Learning
  - District
  - Campus
Resources

- Kim Cornwall, Director Special Services, Brazosport ISD
- Tracie Phillips, Principal, Brazoswood High School, Brazosport ISD