

Evaluation of the Special Education Program

Frederick County Public Schools
Stakeholder Kickoff

January 2023

Public Consulting Group

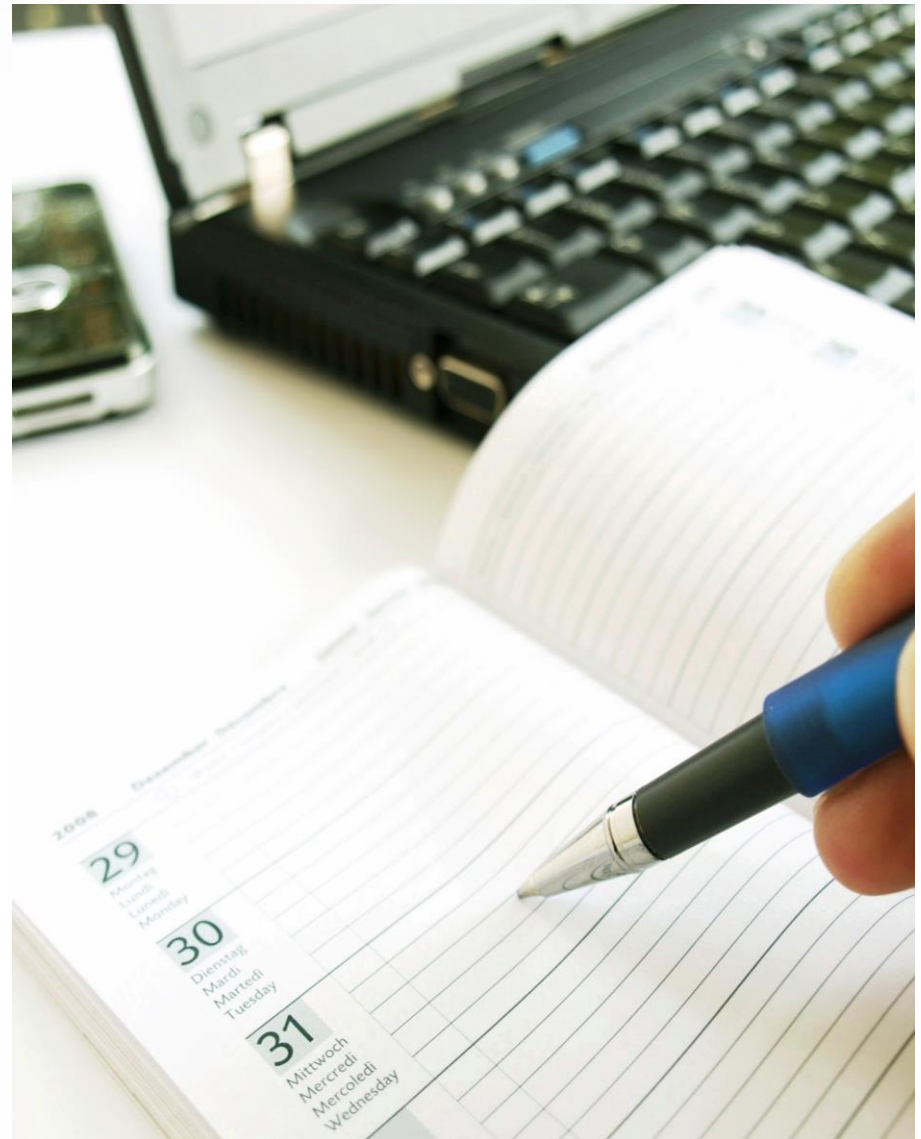
Agenda

Introductions

- Project Team
- PCG Overview

Project Approach

Questions



Introductions

Our Core Project Team



Dr. Jennifer Meller
Project Director



Dr. Mauria Uhlik
*Special Education
Subject Matter Expert*



Matthew Scott
*Project Manager, Research and
Data Analysis*



Mary Baker-Boudissa
Equity and Inclusion Specialist

Delivering Solutions that Matter

Since 1986, we pride ourselves as being a leading public sector management consulting and operations improvement firm that partners with health, education, and human services agencies to improve lives

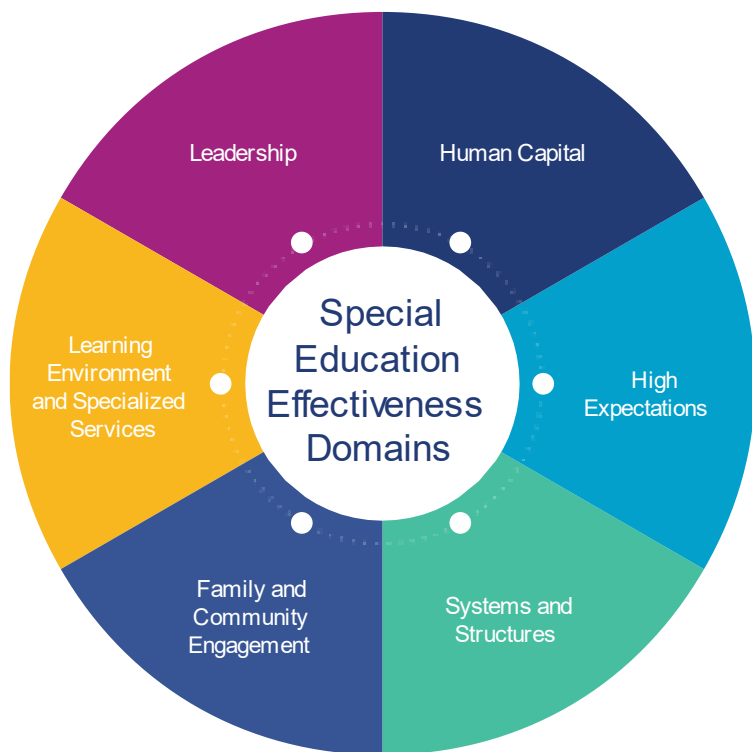


- Our 2,500 staff are located throughout 55 offices across the United States and internationally
- PCG is accustomed to high-profile, high-impact projects where shoulder-to-shoulder partnership is essential

We partner with over **4,000+** school districts in the US in various capacities, including 18 of the 25 largest districts.

Project Approach

PCG's Special Education Effectiveness Domains



- **Human Capital** – Investing in people from recruitment to retirement
- **High Expectations** – Increasing expectations of students with disabilities by presuming competence
- **Systems and Structures** – Defining expectations for service delivery, resource allocation, and data management infrastructure to guide data-driven decisions
- **Family and Community Engagement** - Coordinating efforts with families and community organizations to improve results
- **Learning Environment and Specialized Services** - Delivering instruction and interventions within an inclusionary framework and IEP fidelity
- **Leadership** – Embracing partnerships to make informed decisions and provide equitable opportunities for all students



To PCG, a review is not just about identifying the challenges and offering recommendations - it's about creating an intentional, ambitious, and urgent path forward for the FCPS community to improve the outcomes of students with disabilities.

A Collaborative Approach To Program Reviews



Our reviews are **collaborative** by design, and we work side-by-side with districts to help define the challenges, specify goals and develop effective, outcome-driven strategies.



We help you to answer **essential questions** about student progress and program effectiveness, pinpoint specific areas of strength, and identify improvement targets.



Our review approach is **multidimensional**, emphasizes the participation of multiple stakeholders, and includes both quantitative and qualitative data collection. It is grounded in our experience and research in best practices.



Our aim is to continue to strengthen district culture by leading the way with **accountable solutions** that support:

- Enhanced collaboration and stakeholder engagement
- Continuous improvement efforts in special education with measurable academic and functional outcomes and compliance
- Greater efficiencies

Research Areas

The comprehensive program review will include understanding:

Learning Environment and Specialized Services

1. How is the District's continuum of services organized to support a Free Appropriate Public Education (FAPE) for students with disabilities? To what degree do students have access to the general education curriculum? How are inclusive practices employed?
2. To what extent is there disproportionate representation?
3. What are current behavioral practices?
4. Specifically, how do the following specialized programs operate?
 - a. Specialized self-contained
 - b. Transportation and facilities

High Expectations

5. To what extent does FCPS implement a rigorous process to systematically monitor educational benefit? How do IEP teams determine services and placement?

Leadership

6. How does FCPS organize leadership to support special education and foster a culture that is focused on improving outcomes and post-secondary preparation?



Research Areas

Family and Community Engagement

7. To what extent are parents/guardians of children with IEPs satisfied with their child's educational program?

Human Capital

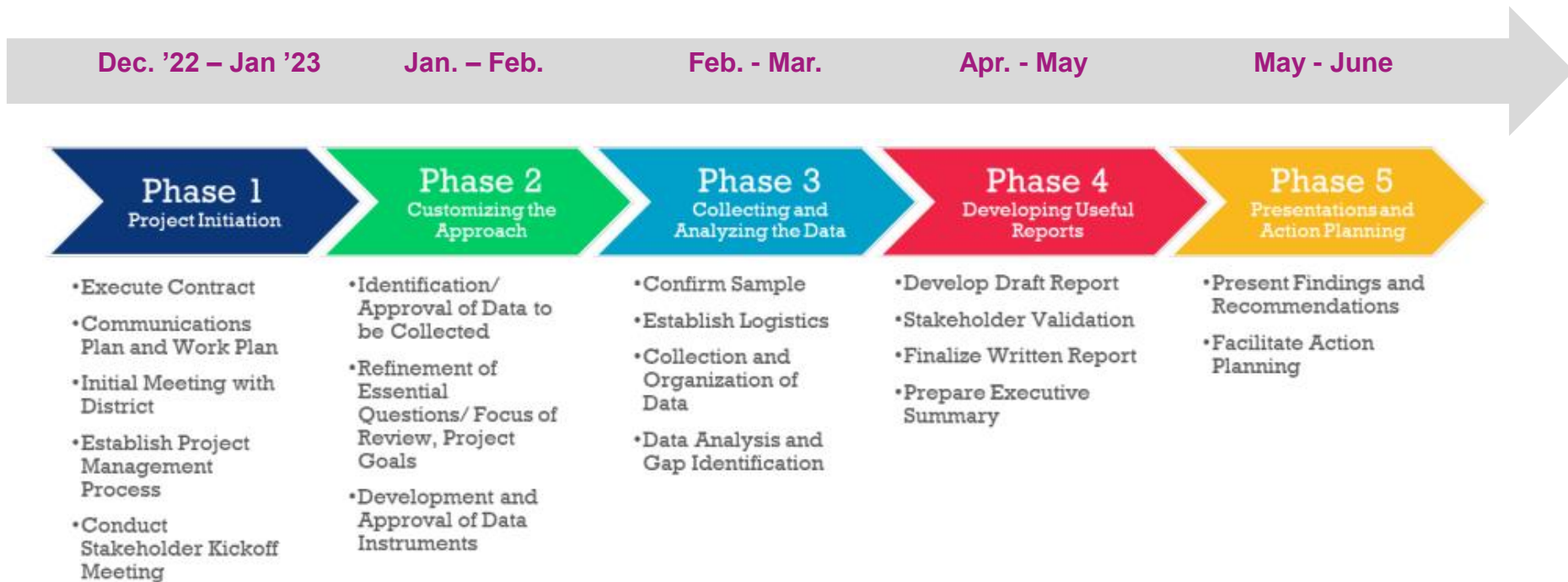
8. How does FCPS organize and utilize human capital resources, and what staffing services are required to support the special education program Pre-K to graduation?

Systems and Structures

9. How does FCPS allocate financial resources in a way that facilitates maximum student outcomes, and how are data used to support decision making?
10. What is the appropriate organizational structure for FCPS?



Project Methodology



Starting a Strong Foundation



Bring together key stakeholders during a project kickoff to further explore the expectations and visions for the review.



Present workplan for broader stakeholder input.



Finalize communication plan with FCPS project team to manage all phases of the project.



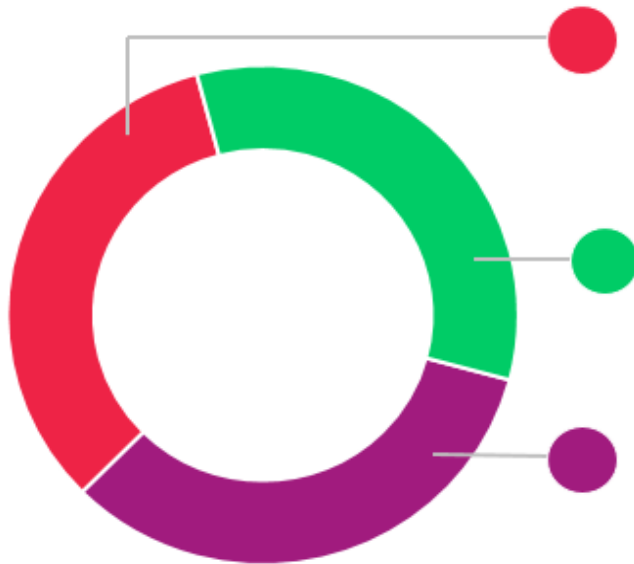
Develop data collection schedule and review data collection protocols



Finalize the data collection participant lists and approach to outreach and communication to all participants

Research Approach

PCG will partner with FCPS to complete an independent, comprehensive review, including:



Current State Analysis: Assess quality of FCPS programs in order to recommend improvements

Inventory of Promising Practices: Review and document promising practices employed in FCPS and benchmarked against comparable school districts

Stakeholder Outreach: Focus groups, interviews, classroom observations, and surveys with FCPS staff and families

Phase 1
Project Initiation

Phase 2
Customizing
the Approach

Phase 3
Collecting
and Analyzing
the Data

Data Collection Activities

**Data, Document
& Policy Review**

**Organizational
Interviews and
Focus Groups
(3 days virtual)**

**Student File
Review Focus
Groups
(2 days virtual)**

**Staff and Parent
Surveys**

**Classroom
Observations
(3 days onsite)**



Phase 1
Project Launch

Phase 2
Customizing the
Approach

Phase 3
Collecting and
Analyzing the Data

Phase 4
Developing
Useful Reports



Preliminary power point and report to include overall findings, strengths, and recommendations and inform improvement planning



Stakeholder review of preliminary report



Develop executive summary



Submit final report

Phase 1
Project Launch

Phase 2
Customizing the
Approach

Phase 3
Collecting and
Analyzing the Data

Phase 4
Developing Useful
Reports

Phase 5
Action Planning



Present Findings and Recommendations Report



Facilitate Action Planning Sessions



Initiate Development of Implementation Plan

Timeline

Activity	Timeframe
Stakeholder Kick-off Session	1/26/23
Round 1 Data/Document Request & Submission	January 2023
Round 2 Data/Document Request & Submission	February 2023
Schools Visits (3 days onsite)	January 2023 - February 2023 (1/31/23 – 2/1/23)
Interviews & Focus Groups (3 days virtual)	February 2023 (2/7/23 – 2/9/23)
Staff and Parent Surveys	February 2023
Student File Review Focus Groups (2 days virtual)	February 2023
PCG Writing and Analysis	March – April 2023
Preliminary Findings PowerPoint	March 31, 2023
Review Draft Report & Report Revisions	May 2023
Action Planning and Board Presentation (1 day onsite)	June 2023



What's Next: Ways to Be Involved



Participate in a focus group



Complete an online survey



Send the review team an email at:
programreviewfeedback@pcgus.com Subject: FCPS Special
Education Review



Solutions that Matter