

## Blue Ribbon Task Force

Jun 14, 2022

### Our Charge:

The task force will be charged with reviewing current programming and practices associated with FCPS specialized programs. In addition, the task force will be asked to explore proactive best practices for behavioral intervention. Through recommendations of the task force, program structures, resources and training will be augmented to guarantee optimal outcomes for the students of FCPS.

### Agenda:

- Tell a Neighbor and Reminders
- Office of Special Education - Recommendations Continued
- Wrap Up Discussion and a Look Ahead
- Positive Reflections
  
- Tell a Neighbor and Reminders
  - Review w/ your table what went well, what didn't go well, and what you would like to see happen going forward.
  
- Office of Special Education - Recommendations Continued

### Recommendations

*The following are the suggested recommendations based on the group work sessions. **Please note these are subject to change and are not to be interpreted as finalized recommendations.***

- The recommendations categories are as follows:
  - Professional Development & Resources
  - Staffing
  - Special Education Programming/ Continuum & Processes
- Each week the groups will shift assignments
- The groups have been asked to limit the recommendations to 5 but are encouraged to contribute additional recommendations if they feel more are needed.
- This week, Group 1 worked on staffing, Group 2 worked on Special Education Programming/ Continuum Processes, and Group 3 worked on Professional Development & Resources.

#### Group 1, Staffing

Recommendation #1: Continue to review and improve the determination process of student adult support and SEIA assignment, including consideration of increased adult and dedicated support hours being written into IEPs for students (instead of having a blanket policy against

having 1:1's) and provide board recommendations on additional funding required ahead of FY24 budget cycle.

Recommendation #2: Explore and review staffing incentives and continue to increase pay levels for all SEIAs and evaluate the option of bonuses, increased levels of pay for SEIAs that have higher levels of education, specific skills or training including educational reimbursement increases for SEIAs (including options to have education programs paid for individuals working in the district who are already enrolled in a BCBA program in order to increase the number of eligible individuals) and provide board recommendations on additional funding required ahead of FY24 budget cycle.

Recommendation #3: Review SEIA's employment status (contracting) and job role, including professional development and learning of SEIAs to increase the culture of professionalism in the role and to improve the perception of the SEIA position with a goal of increased retention of experienced and skilled SEIAs and provide board recommendations on additional funding required ahead of FY24 budget cycle.

Recommendation #4: Review evidence based programs for co-teaching, and reviewing class sizes in all programming across the county in order to reduce the number of students who eventually require specialized support or will be unable to be served by FCPS programs and provide budget recommendations on additional funding ahead of FY24 and FY25 budget cycle.

Recommendation #5: Explore options of adding increased levels of staffing, including Special Education Administrators/Coordinators for specialized programs, and explore decreased class and case management sizes for teachers in specialized programs models in specialized programs in order to increase the amount of time certified staff are able to work with student and provide budget recommendations on additional funding ahead of FY24 and FY25 budget cycle.

(could be a continuum recommendation) Review and evaluate programs that can improve the culture of the entire district in order to ensure all staff feel respected are able to speak freely and bring concerns to administrators, and ensure everyone is focused on improvement of education and services in order to retain and incentivize individuals to stay and provide board recommendations on additional funding required ahead of FY24 budget cycle.

### **Group 2, Special Education Programming/ Continuum and Processes**

Recommendation #1: Explore an evidence-based program focused on autism support to bridge the gap between the Expressions and Pyramid programs

Recommendation #2: Investigate opportunities to increase clarity in the process of program selection and the availability of resources for families and staff (including PL options for staff).

Consider the use of an advocacy center and/or a service navigator to support the process.
Recommendation #3: Examine the locations of current specialized programs and the opportunities to expand placement in additional feeder patterns to better serve students closer to home and with peers.
Recommendation #4: Create regular parent training academies that have bussing and childcare. Parents could sign up for workshops based on their individual student needs.
Recommendation #5: Review IEP processes across the district to help ensure schools have consistency in approach, uniform language, norms, procedures, and time allocations for various IEP meeting purposes. Clarify best practices for staff member roles within the meeting.
Build additional curriculum days for specialized programs.
Creation (and maintenance of) a program handbook/manual for each specialized program to include (but not limited to) components, content, and a fidelity checklist for each specialized program to maintain quality and consistency.

<b>Group 3, Professional Development &amp; Resources</b>
Recommendation #1: Comprehensive PL of cognitive assessments, Educational scores, sensory profiles, Speech assessments, as well as outside assessments. Comprehensive PL of Disability codings, as well as implicative basis. Staff needs to understand how a child presents to them so that they can plan specially designed instruction.
Recommendation #2: Offer basic prevention, de-escalation and intervention strategies for <b>ALL</b> school staff with regular on-going interval check in and practice. Reserve physical management training for only those that require it and provide board recommendations on programs ahead of FY24 budget cycle. Create a required course in SafeSchools (FCPS Staff Training Module) as a check and balance to ensure that we've reached all staff. Define ALL as any FCPS employee.
Recommendation #3: Review current social emotional learning curriculum for all students and ALL staff and explore evidence-based school wide systems and training to increase social emotional learning training, understanding of ACE's (adverse childhood events) and trauma informed care training opportunities and programs and provide board recommendations on programs ahead of FY24 budget cycle. On-going training opportunities throughout the school year for implementation and reflection. Prioritize training for all during the ALP process. (Consider the equity PL model)
Recommendation #4: Recommendation #4: Explore evidence based training and programs specifically for coordinator, administrators and teachers to increase communication,

collaboration and relationship building training to improve and increase effectiveness of all staff and to increase district staff, teachers and employees' understanding of family and parent perspective and experiences as well as ways to increase collaboration and improve relationships among all members of the IEP team and provide board recommendations on programs ahead of FY24 budget cycle. Transparent process for staff and families that supports mainstream opportunities to least restrictive environment based on individualized team decisions.

Recommendation #5: Create a multidisciplinary team(BCBA, OT, ACTT, Mental Health Provider, CASS) by feeder pattern that oversees current de-escalation training and PL experiences for all district staff and teachers that provides feedback and support in situations that may require additional support beyond Tier II. They must also provide follow-up and honest constructive feedback.

Next week the group assignments are as follows:

- Group 1- Special Education Programming/ Continuum & Processes
- Group 2- Professional Development & Resources
- Group 3- Staffing

Wrap Up Discussion & Looking Ahead

- One of the Group members made the suggestion to conduct a public meeting for the BRTF to present our process.
  - Note, we may need to stop short of presenting our recommendations if they have not been presented to the board
  - If we hold this meeting after the board meeting we can discuss the process and recommendations.
- Group ideas/suggestions:
  - We should hold the meeting in the FCPS Staff Development Center or the ARC rather than the Board Room
    - Try to create a hybrid model for the meeting if technology for such a presentation is available.
  - If a meeting isn't feasible, create a video about the process. Ask the tough questions and have committee members speak to the process and the Superintendent's charge.
  - Potentially open the final meeting to the public while the task force reviews/finalizes the recommendations.
  - Utilize Restorative Practices/the fair process to allow community members to experience excerpts of the work we have been doing
    - Allow for the collection of input related to draft recommendations
    - Consider recommendations made from community
    - Make recommendations to the board

**Next meeting will be on Jun 21, 2022 6-8pm**