



**CLOSING GAPS
FOR STUDENTS WITH DISABILITIES THROUGH
INTENTIONAL SYSTEMS ALIGNMENT**

COMBINED FEDERAL PROGRAMS MEETING

DECEMBER 6 – 7, 2018 | WASHINGTON, DC
NATIONAL CENTER FOR SYSTEMIC IMPROVEMENT @ WESTED

OBJECTIVES

TODAY WE WILL...

- Share emerging innovations about systems alignment (to close gaps for students with disabilities) and preliminary impact at the SEA and/or LEA level
- Deepen thinking about how to support alignment across state and federal priorities to improve outcomes for students with disabilities
- Discuss strategies SEAs can use to support progress in alignment and to impact outcomes



AGENDA

- Quick backstory on the work that brings us here
- Framing the conversation on research
- Aggregated themes with State panel and Q&A
 - Getting Started
 - Getting Real About Instruction
 - Sustaining Senior Leadership Commitment
 - Changing Hearts and Minds
- Tying it all together



PRESENTERS

Rorie Fitzpatrick & Jana Rosborough

National Center for Systemic Improvement at WestEd



Kristin Wright, Director, Special Education Division
California Department of Education



Toby King, Deputy Executive Director, Office of Special Education
Colorado Department of Education



Colleen Riley, Director, Special Education and Title Services Team
Kansas State Department of Education



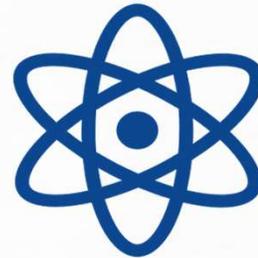
Barbara Van Haren, Director, Special Education

Jonas Zuckerman, Director, Title I/School Support Team

Wisconsin Department of Public Instruction

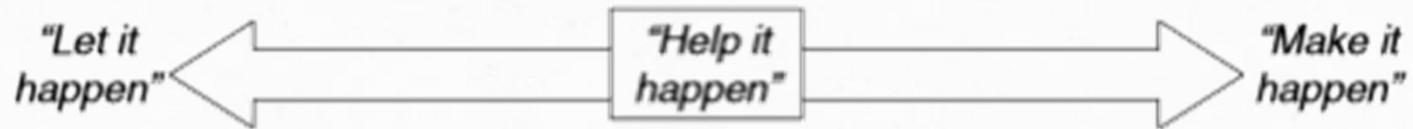


Framing the Conversation



Looking to the research to guide
our dialogue and learning

A HOLISTIC APPROACH TO SYSTEMIC IMPROVEMENT



Defining Features

Unpredictable,
unprogrammed,
uncertain, emergent,
adaptive, self-
organizing

Negotiated,
influenced,
enabled

Scientific, orderly,
planned, regulated,
programmed,
systems "properly
managed"

Assumed Mechanism

Natural,
emergent

Social

Technical

Managerial

Metaphor for Spread

Emergence,
adaptation

Knowledge
construction,
making sense

Diffusion

Negotiation

Knowledge
transfer

Dissemination,
cascading

Re-
engineering

Greenhalgh, Robert, Macfarlane, Bate, & Kyriakidou (2004). *Diffusion of innovation in service organizations: Systematic review and recommendations*. *Milbank Q.* 82(4): 581-629. doi: 10.1111/j.0887-378X.2004.00325.x



GET STARTED

Improved student outcomes are waiting!



QUESTION FOR THE STATE PANEL

GET STARTED...

- What was, and continues to be, the impetus to align across plans, strategies, and people?



GET REAL ABOUT INSTRUCTION

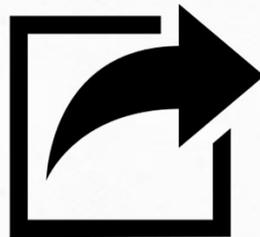
Students with disabilities are general education students first (and foremost)



QUESTION FOR THE STATE PANEL

GET REAL ABOUT INSTRUCTION

- What benefits and opportunities are realized by focusing on effective core instruction as a key lever for alignment across initiatives?



PARTICIPANT REFLECTION

GETTING STARTED AND GETTING REAL ABOUT INSTRUCTION

- What are your key takeaways from the state examples?
 - What did the state let happen, help happen, and/or make happen?
- What are implications for the work in your state context?
 - What do you need to let happen, help happen, and/or make happen to move alignment forward?
- As a result of your reflection, where and with whom do you need to dive deeper?



SUSTAIN SENIOR LEADERSHIP COMMITMENT

Vision and perseverance



QUESTION FOR THE STATE PANEL

SUSTAINING SENIOR LEADERSHIP COMMITMENT

- How have you navigated leadership in aligning initiatives? What have been some big wins and pronounced hiccups?



CHANGING HEARTS AND MINDS

The adaptive side of change



QUESTION FOR THE STATE PANEL

CHANGING HEARTS AND MINDS

- How have you managed change for the adults at various levels of the system, who are impacted by alignment efforts?



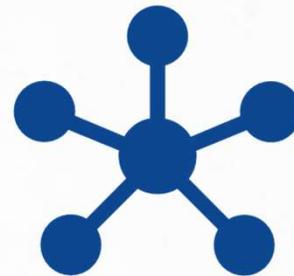
PARTICIPANT REFLECTION

LEADERSHIP AND ADAPTIVE CHANGE

- What are your key takeaways from the state examples?
 - What did the state let happen, help happen, and/or make happen?
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Multiple Plans Can Equal Multiple Opportunities



The sum of the parts can be
bigger than the whole

OPPORTUNITIES

See the system

- Navigate...
 - ...multiple plans
 - ...timelines
 - ...definitions
 - ...teams

Allocate resources

- Strategically deploy...
 - ...people
 - ...time
 - ...funding



OPPORTUNITIES

Leverage the work

- Effective initiatives
- Common vision
- Return on investments

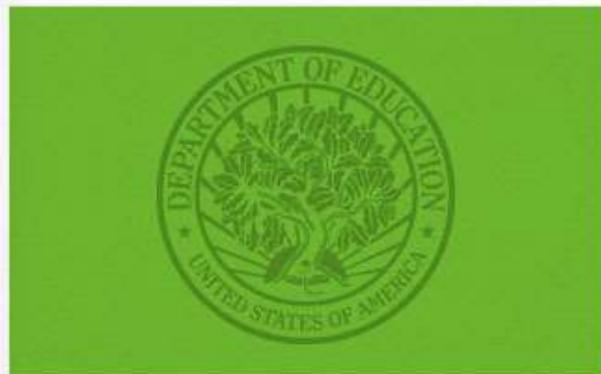
Engage stakeholders

- Feedback loops
- Horizontal *and* vertical alignment
- Intentional SEA messaging



For more information:
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THANK YOU



U.S. DEPARTMENT
OF EDUCATION

SESSION EVALUATION

PLEASE GIVE US YOUR FEEDBACK!

Today we will...

- Share emerging innovations about systems alignment (to close gaps for students with disabilities) and preliminary impact at the SEA and/or LEA level; and
- Deepen thinking about how to support alignment across state and federal priorities to improve outcomes for students with disabilities.



