Exceptional Children Division Strategic Plan

Strategy A: Provide customized support to LEAs.

Evidence of Success:
*Increase growth in graduation rate, student performance, and post-secondary outcomes
*Decrease in suspensions, expulsions, disproportionalities, and drop-out rates

Obj. A-1: Ensure every LEA has tools and processes to measure fidelity of intervention and effectiveness of services.

Evidence of Success:

*SET for PBIS, research-based reading and math interventions, classroom and school walkthroughs

*Targeted monitoring, classroom walk-throughs for co-teaching, Standard 6
*Fiscal and compliance monitoring of academic, functional, and behavioral tools
*LEAs use of Practice Profile / Effectiveness of Services

Division Actions
Define and inventory tools and processes that measure intervention fidelity
Ensure individual tools are formatted for consistency
Analyze each tool to ensure that essential and appropriate information is collected
Design a tab on website that links to tools and processes that measure intervention fidelity
Monitor LEAs intervention fidelity through the use of tools and processes
Build Division and LEA capacity to use tools and processes
Create and/or obtain additional tools as needed to measure fidelity of interventions

Obj. A-2 Ensure every LEA collects, analyzes, and utilizes valid and reliable data, including data profile, to make informed decisions.

Evidence of Success:
*Pre-post needs assessment, data reporting from CECAS
*Utilization of comprehensive data reports

Division Actions
Define Core Special Education Services (what LEAs need to know and be able to do)
a. General Supervision/Compliance
b. General Supervision/Fiscal
c. Programming with fidelity
Create Practice Profiles
Develop a data management system

Build Division and LEA capacity to collect and anlyze data to use with Practice rofile to inform decision -making

Obj. A-3 Ensure the SEA collects, analyzes, and utilizes valid and reliable data to make informed decisions.

Evidence of Success:
*Federally required data submissions
*Annual APR determination is Meets Requirements
*Increase number of LEAs that have determination of Meets Requirements
*Tiered level of support to LEAs based on data analysis (RDA)
*Generate a comprehensive data report for LEAs (Comprehensive LEA Report -CLEAR)

Division Actions
Collect statewide data through Power School and ECATS
Analyze State data
Develop a framework for SEA data analysis and for regional TA support for LEAs
Development of tiered level of LEA support based on data analysis (RDA)

Strategy B: Build LEA capacity to sustain best practices.

Evidence of Success
*Increase growth in graduation rate, student performance, and post-secondary outcomes
*Decrease suspensions, expulsions, disproportionalities, and drop-out rates

Obj. B-1 Support LEA leaders in successful implementation of evidence-based practices.
Evidence of Success:
(1) *School leaders trained in EC-related walk-throughs and procedures (pre/post assessment)
(2)*School leaders trained in evidence-based practices
(3)*Identification of appropriate key personnel to ensure sustainability of state initiatives and best practices
(4)*Use of evaluation tools to document implementation of evidence-based practices
(5) *Integration of fidelity evaluation tools
Division Actions
Create and deliver professional development for LEA leaders to address roles in monitoring and supporting evidence-based practices and initiatives

Develop and/or maintain assurance documents for the implementation of research-based practices and initiatives
Develop and maintain current database of identified leaders in all initiative areas
Provide LEA leaders/Charter School Coordinators peer learning opportunities and facilitate a connection for new Director of Charter School Coordinator with an expereienced mentor

Obj B-2: Ensure effective implementation of coaching at all levels – state, region, LEA, school, classroom.

Evidence of Success:

*Utilization of coaching practices

*Documentation of key personnel in each LEA identified as coaches

*Increased coaching capacity to support professional development (state, region, LEA)

Division Actions
Provide professional development to Division staff on principles of effective coaching
Provide professional development to LEAs on effective coaching principles
Build coaching capacity to support professional development at all levels (state, region, LEA)

Strategy C: Build stronger relationships, problem-solve, and make decisions collaboratively with LEAs, councils, advocacy groups, parent groups, IHEs, and other agencies.

Evidence of Success:
Increased participation on councils, increased joint participation in professional development, increased active participation in regional and state meetings, increased shared priorities among all stakeholders, and stakeholders are satisfied and engaged

Obj. C-1: Ensure development of common vision/mission statement with combined stakeholder groups.

Evidence of Success:

*Documentation of vision/mission statement Special Education Stakeholders Collaborative

Division Actions
*Identify stakeholder groups
*Schedule initial "summit" of representatives from stakeholder groups resulting in vision/mission statement
*Schedule future meeting dates of representatives from stakeholder groups

Obj. C-2: Increase effective two-way communication within the Division, with NC DPI, LEAs, councils, advocacy groups, parent groups, IHEs, and other agencies.

*Increased number of co-planned meetings
*Documentation of two-way discussion through various meeting agendas and minutes with all stakeholders
*Increased participation of EC Directors/Charter School Coordinators and staff in EC webinars
*Defined channels of communication

Division Actions
Schedule individual meetings with advocacy groups, stakeholders, and councils
Create "listserv of stakeholders for distributing information
Schedule co-planned meetings with stakeholders
Collect and post meeting minutes of co-planned meetings in a timely manner
Create "communication" tab on website
Develop forums for parent and advocacy group communication
Coordinate with Office of Charter Schools to plan for EC services with expansion of Charter Schools
Promote EC webinars and analyze participation/satisfaction data

Obj. C-3: Increase collaborative design, implementation, participation, and evaluation of professional development.

*Agendas, presentations, attendance records, and stakeholder plans that reflect collaboration

Division Actions
Expand joint-planning of Division-wide professional development with stakeholders
Collaborate with stakeholder regarding planning and implementation of professional development
Expand Division staff participation in the delivery of professional development initiated by others

Strategy D: Implement an effective general supervision system.

Evidence of Success:
Increased graduation rate, growth in student performance, and post-secondary outcomes
Decreased suspensions, expulsions, disproportionalities, and drop-out rates

Pre-school transitions, pre-school outcomes, timely evaluations, and parent involvement

Obj. D-1: Develop and implement the State Performance Plan / Annual Performance Report.

Evidence of Success:

*618 data report, SPP submission, stakeholder meeting rosters, and other data reports

Division Actions
Develop activities and evaluation methods for each Indicator
Develop Phase 1, Phase 2, Phase 3 for Indicator 17 (RDA)
Identify members of a Stakeholder Steering Committee
Develop and implement a plan for incentives and sanctions

Obj. D-2: Develop and implement effective policies, practices and procedures.

Evidence of Success:

*APR, Changes to *Policies* , group meetings, and agendas

Division Actions
Establish cross-sectional groups to review policies and guiding practices on an ongoing, scheduled basis
Establish a process to align *Policies* and best practices to state laws and federal and state regulations
Develop uniform procedures to convey changes to *Policies* and best practices to all stakeholders

Obj. D-3 Maintain an effective Dispute Resolution System.

Evidence of Success:

*End-of-year reports: Facilitation, Mediation, State Complaints, Due Process
*Increased use of early, local attempts at resolution prior to requests for facilitation
*Positive feedback from stakeholder surveys related to facilitation and mediation
*Training agendas and participant logs
*Decreased number of complaints with findings of non-compliance

Division Actions
Establish capacity at the local level for dispute resolution with districts, parents, and advocacy groups
Expand technical support for dispute resolution at the local level
Ensure quality professional development for facilitators, mediators, hearing officers, and complaint investigators
Expand resources available through parent resource centers
Articulate scope of early resolution, facilitation, mediation, and due process
Ensure collaborative process and feedback loop regarding disputes and complaints

Obj. D-4: Implement monitoring activities to ensure compliance with State and Federal Statutes and Regulations.

Evidence of Success:

*APR, Monitoring Reports, Revision to monitoring position paper
*Desk Audits
*IDEA grant submissions

Division Actions
Develop a tiered monitoring system
Implement a tiered monitoring system
Expand collaborative intra- and inter Division monitoring
Conduct follow-up to ensure correction of identified non-compliance