Implementation of the
Facilitated Individualized Education Program (FIEP)
Process to Produce Desired Results

CADRE National Symposium
October 19, 2017

David Carrales and Kathy Clayton

Howdy, Y'all!

Who are you?!

- Name?
- What you do?
- What made you choose this presentation?

Knowledge Sharing….

- Implementation of the FIEP process by design rather than chance to produce *Desired Results*;

- Effective Implementation Planning that leads to: *Consistency and Fidelity of Implementation*; and

- Considerations of Data Collection to measure Effort and Effect that leads to: *Achieving Desired Results*.
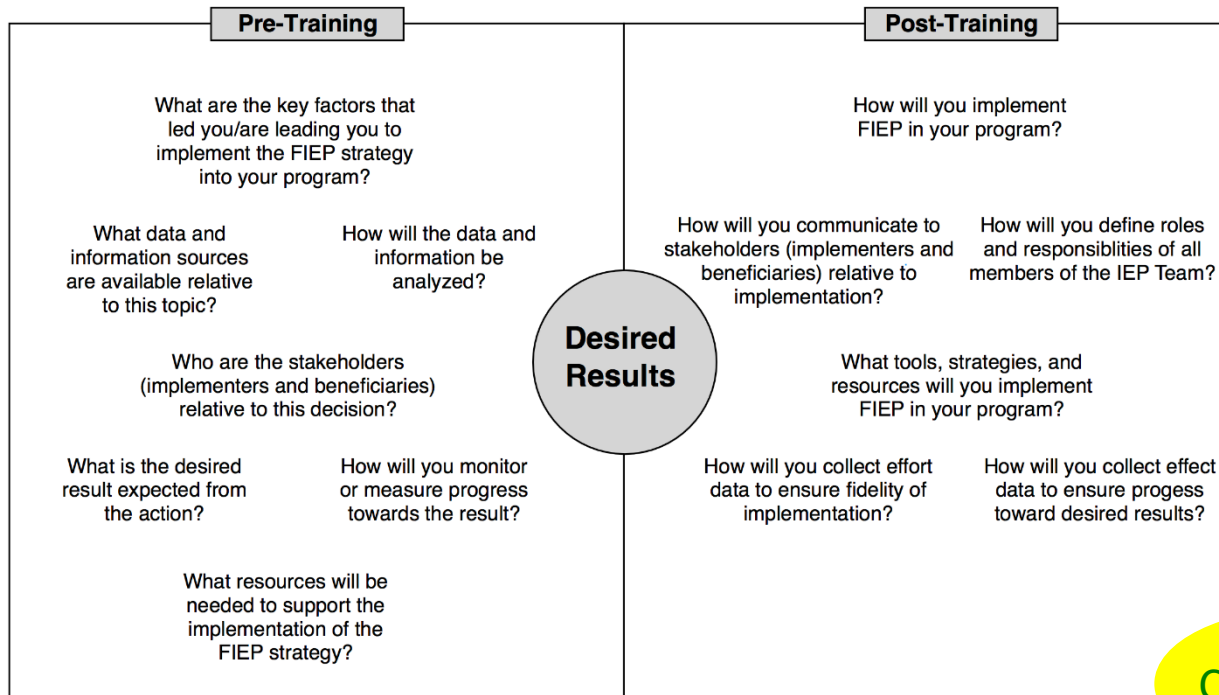
This is your session….

- Opportunity for you to share your experiences with FIEP Implementation

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Resource

Restoring Focus on the Child: CADRE's Seventh National Symposium

Implementation of the FIEP Process to Produce Desired Results

Pre-Training

What are the key factors that led you/are leading you to implement the FIEP strategy into your program?

What data and information sources are available relative to this topic?

How will the data and information be analyzed?

Who are the stakeholders (implementers and beneficiaries) relative to this decision?

What is the desired result expected from the action?

How will you monitor or measure progress towards the result?

What resources will be needed to support the implementation of the FIEP strategy?

Desired Results

Post-Training

How will you implement FIEP in your program?

How will you communicate to stakeholders (implementers and beneficiaries) relative to implementation?

How will you define roles and responsiblities of all members of the IEP Team?

What tools, strategies, and resources will you implement FIEP in your program?

How will you collect effort data to ensure fidelity of implementation?

How will you collect effect data to ensure progess toward desired results?

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Your Guide to FIEP Process Implementation

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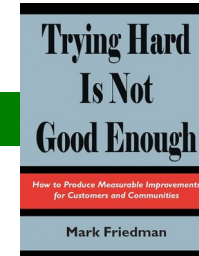Contact Us!

Our Story

Road Trip

TEA Texas Education Agency

Kathy: 1991-2011
David: 1994-2012

OSEP Continuous Improvement Focused Monitoring (2000-2003)

Texas Continuous Improvement Process 2001

Trying Hard Is Not Good Enough
How to Produce Measurable Improvements for Customers and Communities
Mark Friedman

Results Accountability 2005

SPP APR

State Performance Plan/ Annual Performance Report 2005-2006

CADRE Center for Appropriate Dispute Resolution in Special Education

Dispute Resolution Continuum

Early Resolution

Complaint Investigation

Mediation

Due Process Hearing

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Key 2 ED
FIEP Training

THE EVOLVING LANDSCAPE
CADRE
SIXTH NATIONAL SYMPOSIUM OCTOBER 20–22, 2015 eugene, oregon
IN SPECIAL EDUCATION DISPUTE RESOLUTION

Restoring Focus on the Child
CADRE
Seventh National Symposium on Dispute Resolution in Special Education
October 18-20, 2017 • Eugene, Oregon

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Writing Your Story

A Facilitated Individualized Education Program (IEP)…

- Is developed by a collaborative team whose members share responsibility for the meeting process and results;

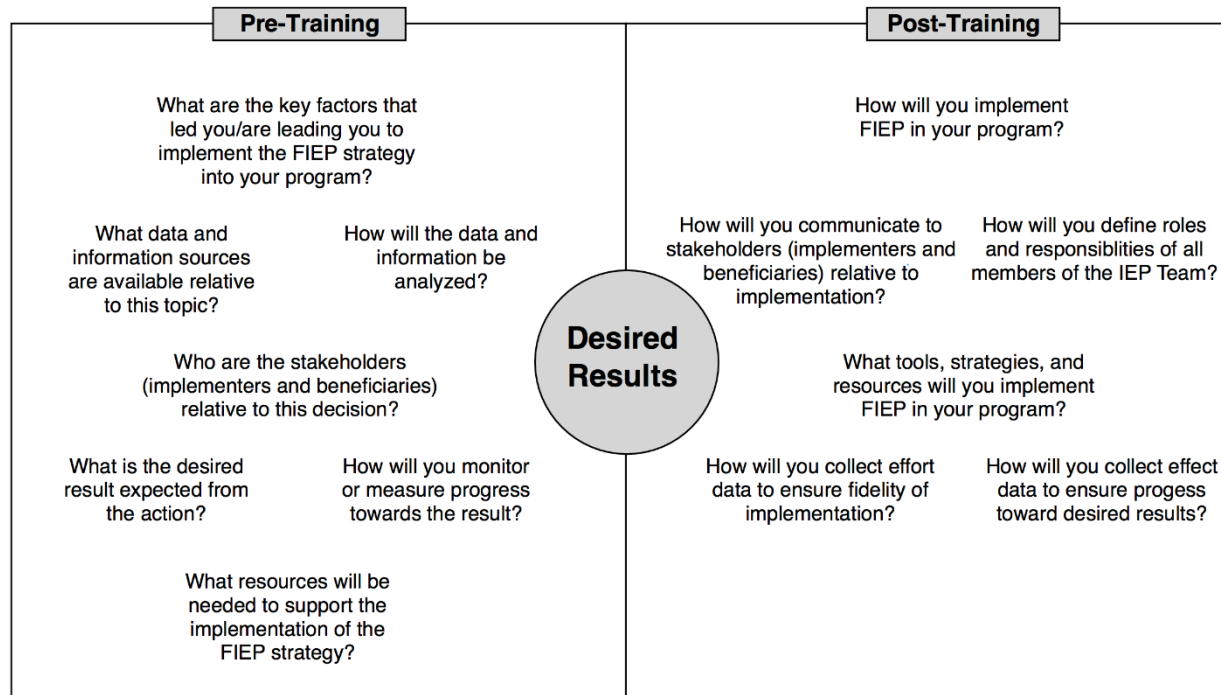- Manages decision making through the use of facilitation skills.

This process of Facilitation for IEP meetings enables the team to:

- Build and improve strong relationships among team members;

- Reach true consensus;

- Focus the IEP content and process on the needs of the student;

- Exercise an efficient, guided meeting process where effective communication and reflective listening are practiced.

Handout

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Implementation of the FIEP Process to Produce Desired Results

Pre-Training	Post-Training
What are the key factors that led you/are leading you to implement the FIEP strategy into your program?	How will you implement FIEP in your program?
What data and information sources are available relative to this topic? / How will the data and information be analyzed?	How will you communicate to stakeholders (implementers and beneficiaries) relative to implementation? / How will you define roles and responsiblities of all members of the IEP Team?
Who are the stakeholders (implementers and beneficiaries) relative to this decision?	What tools, strategies, and resources will you implement FIEP in your program?
What is the desired result expected from the action? / How will you monitor or measure progress towards the result?	How will you collect effort data to ensure fidelity of implementation? / How will you collect effect data to ensure progess toward desired results?
What resources will be needed to support the implementation of the FIEP strategy?	

Desired Results

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Pre-Training — **Elements of Implementation Planning** — **Post-Training**

What are the key factors that led you/are leading you to implement the FIEP strategy into your program?

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How will you implement FIEP in your program?

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How will you define roles and responsiblities of all members of the IEP Team?

Who are the stakeholders (implementers and beneficiaries) relative to this decision?

Desired Results

What tools, strategies, and resources will you implement FIEP in your program?

What is the desired result expected from the action?

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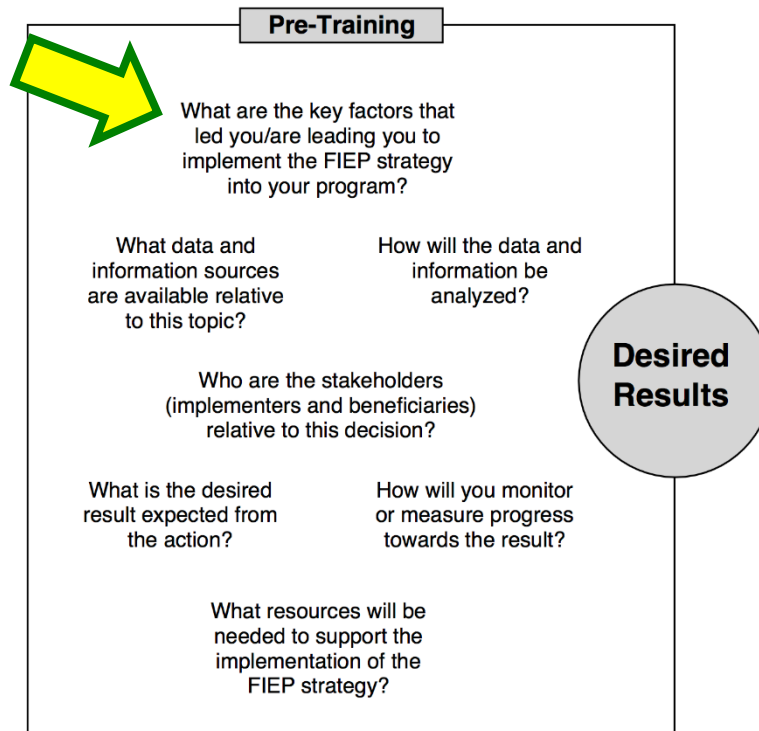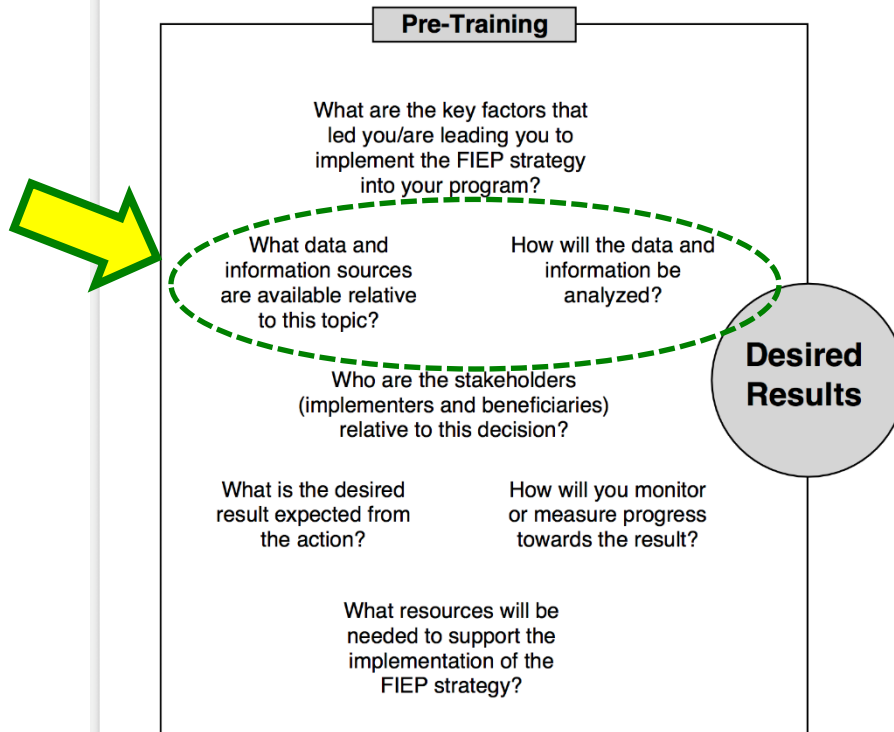http://ed21cs.com

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Desired Results

Who are the stakeholders (implementers and beneficiaries) relative to this decision?

What is the desired result expected from the action?

How will you monitor or measure progress towards the result?

What resources will be needed to support the implementation of the FIEP strategy?

Considerations...

- **Do you have a mandate or directive to implement?**
- **Do you have data that indicate a concern or need for improvement?**
- **Do you have an outside influencer leading you?**

OR

- **Do you think this is just a good thing to do for students?**

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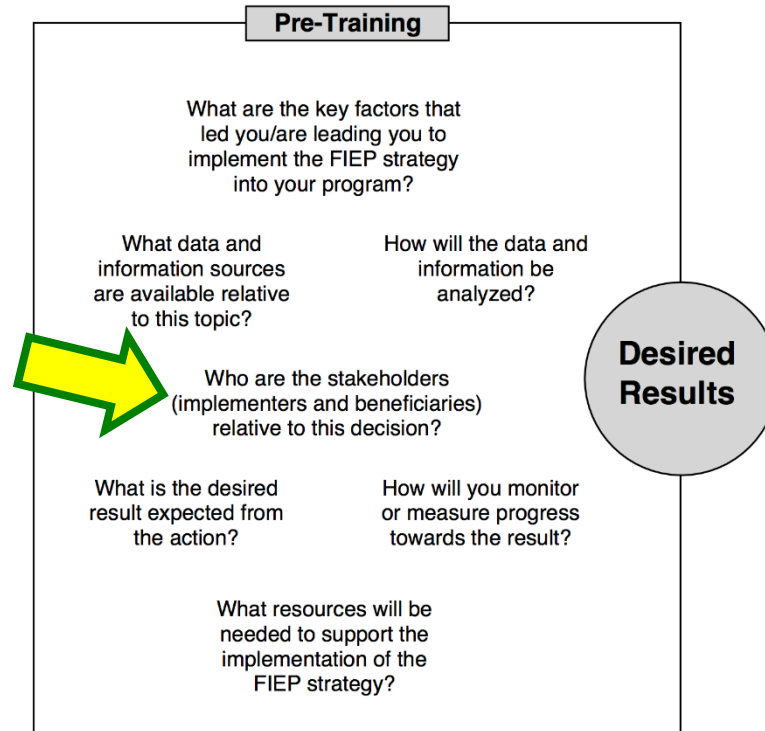http://ed21cs.com

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Consideration…

Data Gathering:
- **Qualitative Data**
- **Quantitative Data**

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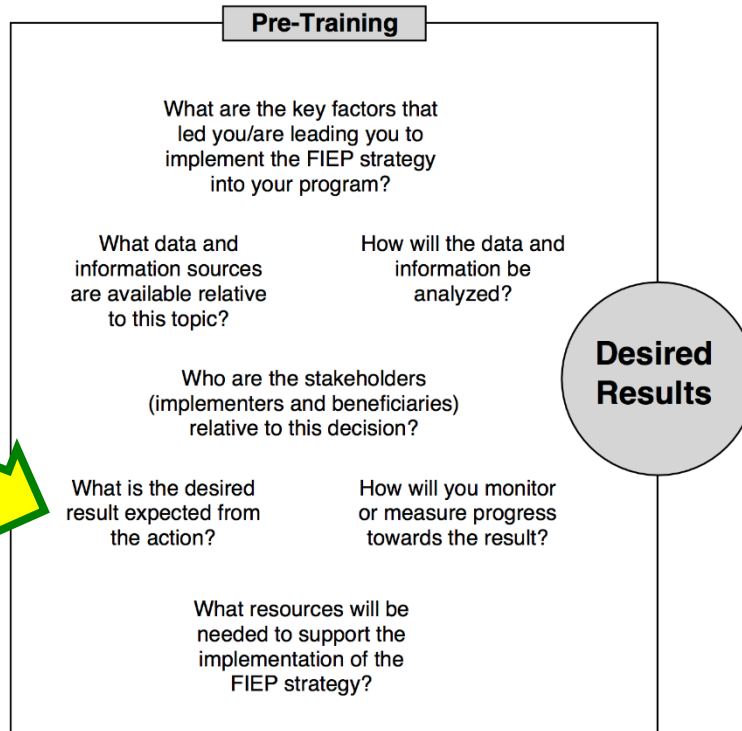
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What resources will be needed to support the implementation of the FIEP strategy?

Consideration…

- **Who are the individuals involved and/or effected by this effort?**

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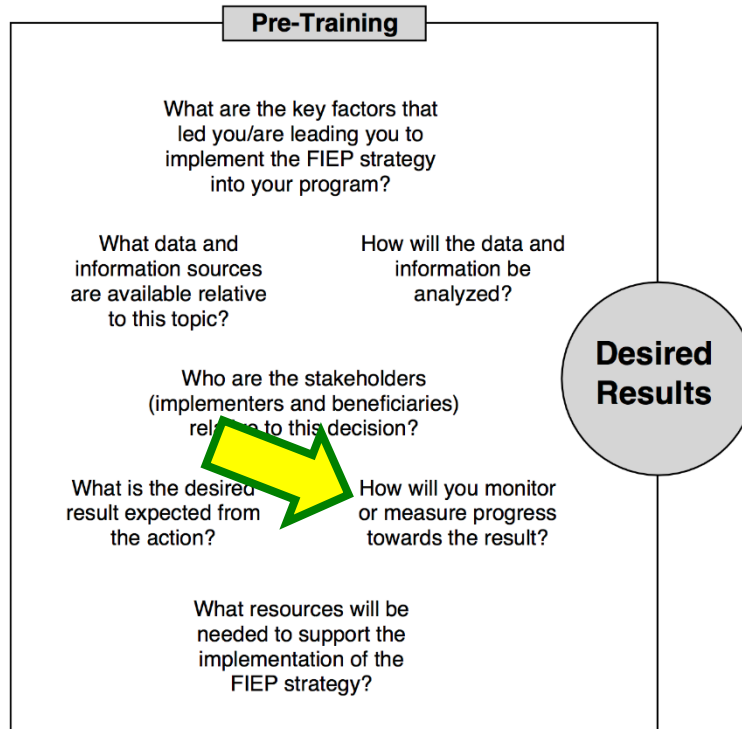http://ed21cs.com

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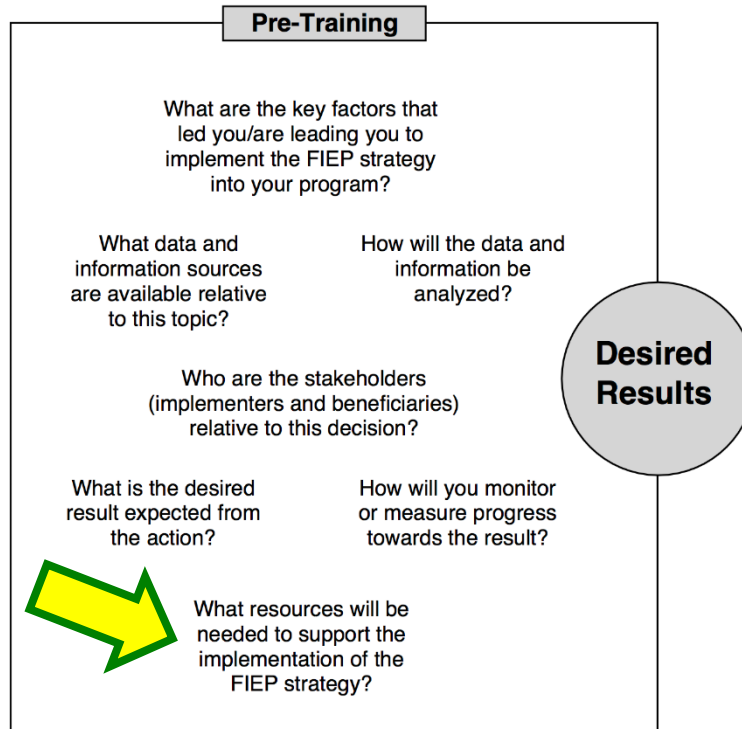
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Desired Results

Consideration…

Outcome vs. Result

Outcome = the way a thing turns out, a consequence

Result = state of being that is a benefit to the common good

So What?!

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Consideration…

Data Collection:
- **Formative**
- **Summative**

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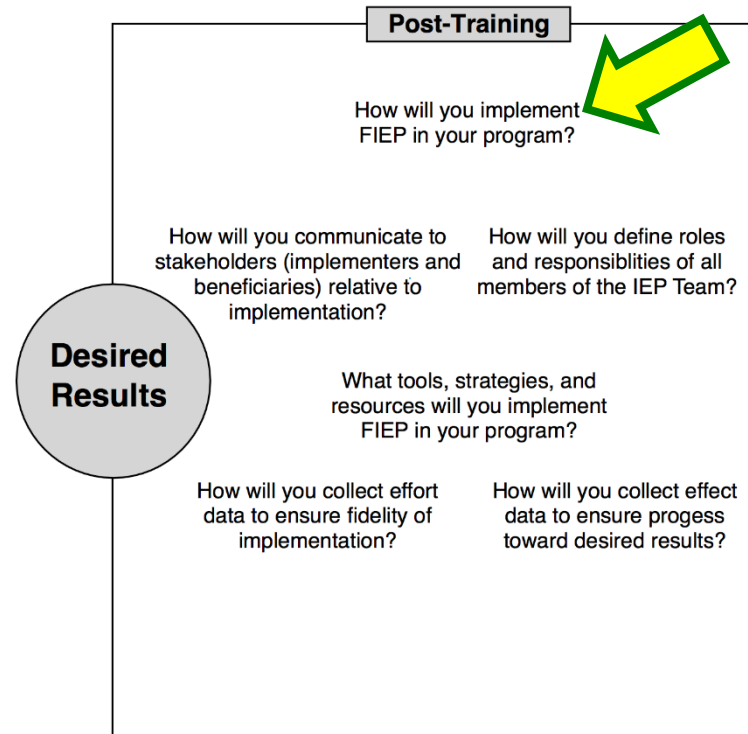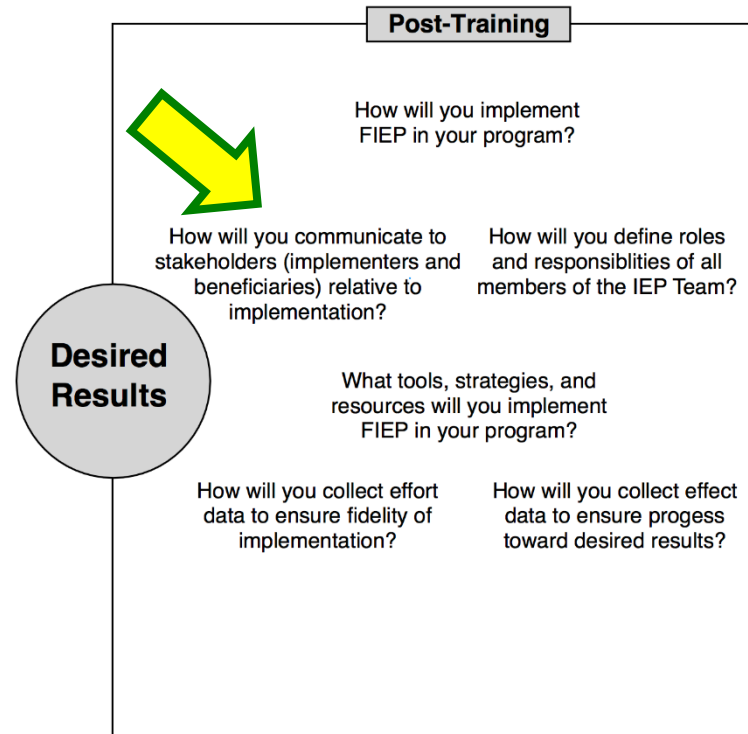
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Desired Results

What is the desired result expected from the action?

How will you monitor or measure progress towards the result?

What resources will be needed to support the implementation of the FIEP strategy?

Consideration…

- **What assistance, materials, approvals, etc. will it take to implement?**

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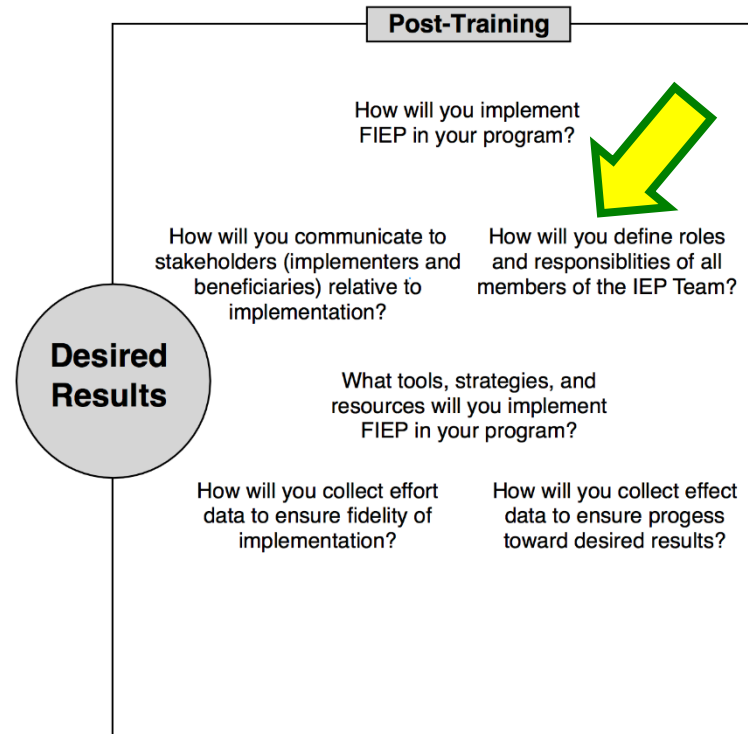
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Consideration…

- **What is this going to look like in your organization?**

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Implementation of the FIEP Process to Produce Desired Results

Post-Training

How will you implement FIEP in your program?

Desired Results

How will you communicate to stakeholders (implementers and beneficiaries) relative to implementation?

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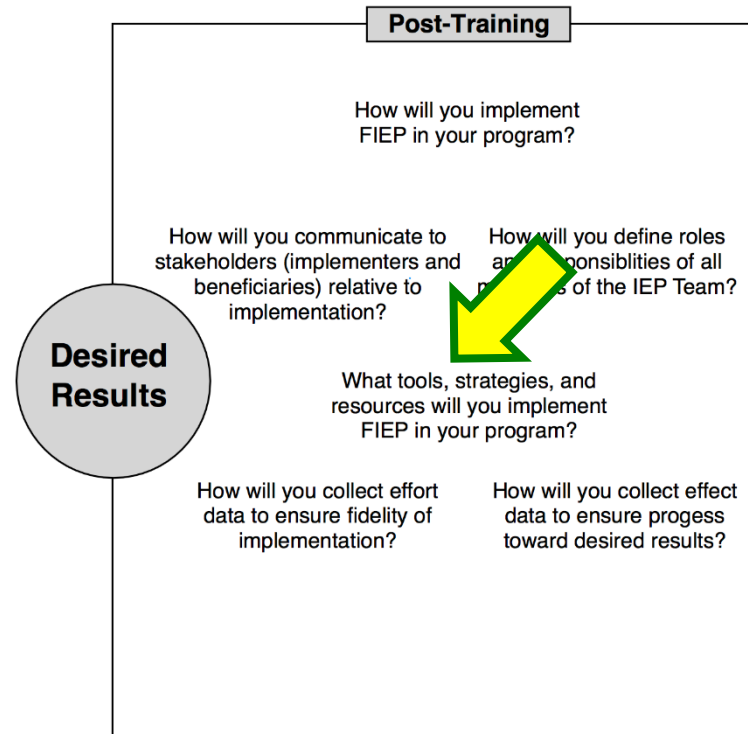
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Implementation of the FIEP Process to Produce Desired Results

Post-Training

Consideration...

- **How will you inform ALL your stakeholder of your FIEP Story?**

How will you implement FIEP in your program?

How will you communicate to stakeholders (implementers and beneficiaries) relative to implementation?

How will you define roles and responsiblities of all members of the IEP Team?

Desired Results

What tools, strategies, and resources will you implement FIEP in your program?

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Implementation of the FIEP Process to Produce Desired Results

Consideration…

- **Defining roles and responsibilities tempers expectations and builds accountability…allows the focus of the meeting to be on the child**

Post-Training

How will you implement FIEP in your program?

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Desired Results

What tools, strategies, and resources will you implement FIEP in your program?

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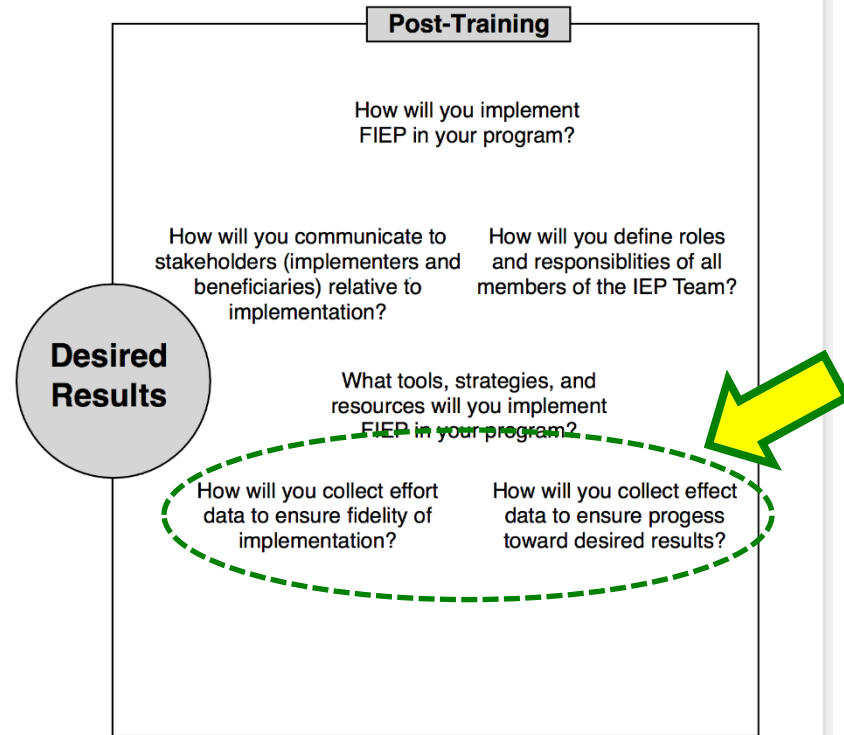
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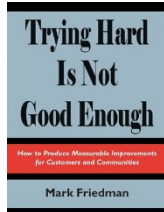## Implementation of the FIEP Process to Produce Desired Results

Consideration…

- **How will you leverage the tools, strategies, and resources form the "backbone" to your successful FIEP implementation?**

Post-Training

How will you implement FIEP in your program?

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Desired Results

What tools, strategies, and resources will you implement FIEP in your program?

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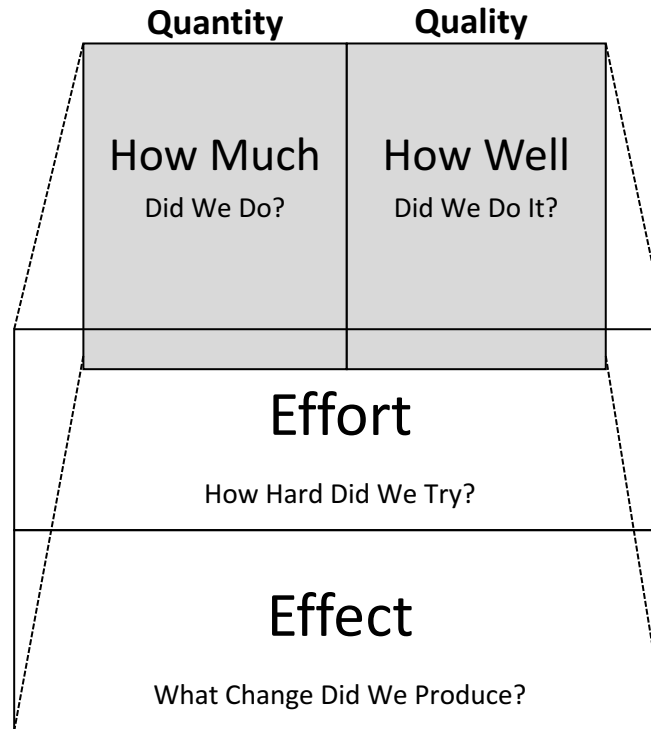david.carrales@ed21cs.com
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Implementation of the FIEP Process to Produce Desired Results

Consideration...

- **Effort vs. Effect Data?**

Post-Training

How will you implement FIEP in your program?

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Desired Results

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Trying Hard Is Not Good Enough

How to Produce Measurable Improvements for Customers and Communities

Mark Friedman

Results Accountability 101

Effort and Effect

The distinction between effort and effect is simply the difference between how hard we tried and whether or not we made a difference in the lives of our customers.
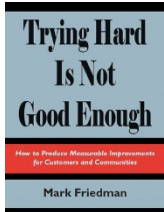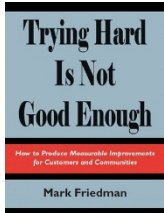
Results Accountability 101

Trying Hard Is Not Good Enough
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All Performances Measures
Answer these two sets of questions

Quantity	Quality
How Much Did We Do?	**How Well** Did We Do It?

Effort
How Hard Did We Try?

Effect
What Change Did We Produce?

Results Accountability 101

Trying Hard Is Not Good Enough
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All Performances Measures
Answer these two sets of questions

Two different perspectives are combined to produce four categories

	Quantity	Quality
	How Much Did We Do?	**How Well** Did We Do It?

Effort — How Hard Did We Try?

Effect — What Change Did We Produce?
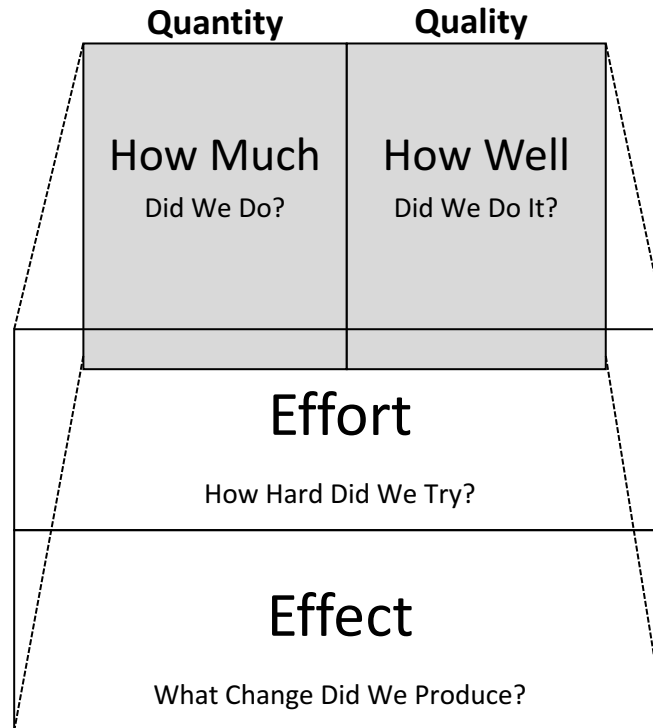
1. Quantity of Effort
How much service was provided?

2. Quantity of Effect
How many customers are better off?

3. Quality of Effort
How well was the service provided?

4. Quality of Effect
What % of customers are better off and how are they better off?

Results Accountability 101

Trying Hard Is Not Good Enough
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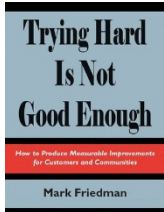
Performances Measurement Categories

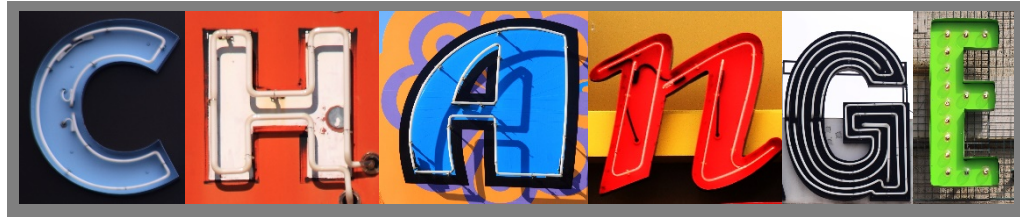|	Quantity	Quality
Effort	How much did we do?	How well did we do?
Effect	Is anyone better off? #	%

Teaching the Elephant to Dance

James A. Belasco

Packy Mural, Skidmore Fountain Bldg, Downtown Portland

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Change is a process and not a destination.
It never ends.
Regardless of this year's success,
next year is still ahead.

Seek Assistance

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