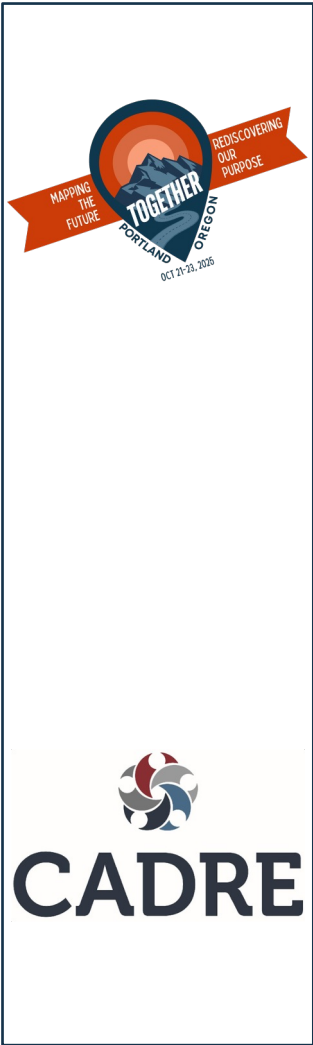


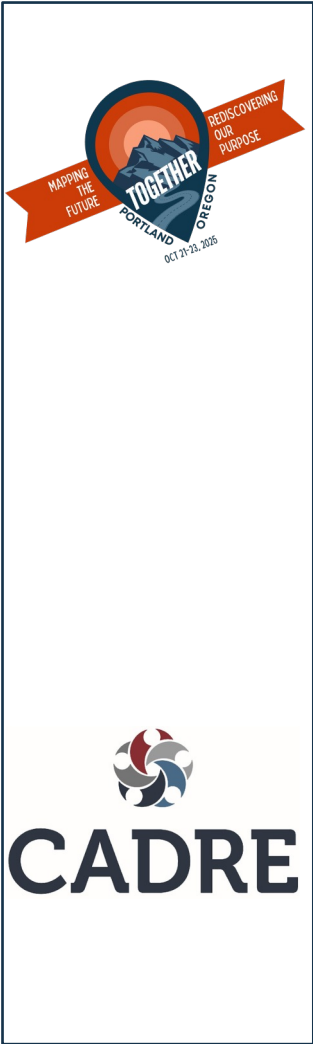


Implementation of IEP Facilitation with Fidelity

CARLA CUMBLAD, Senior Consultant for KEY2ED

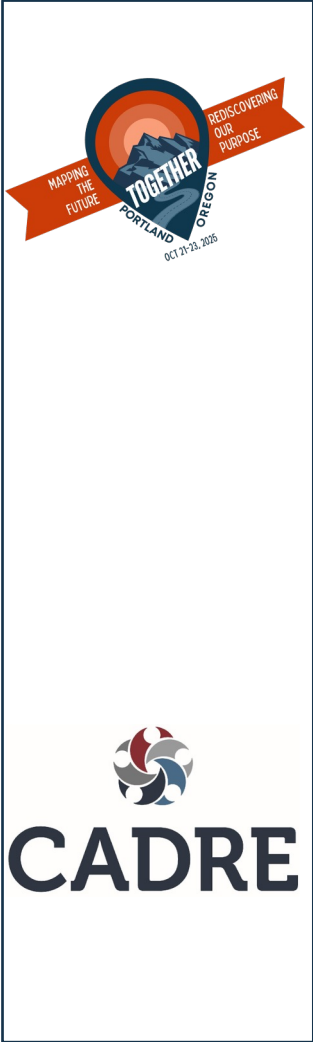
PATTI BUCHMILLER, Assistant Superintendent for Redlands Unified School District in California

CASSIE VELASQUEZ and ROBIN O'SHEA, Co-Owners of KEY2ED



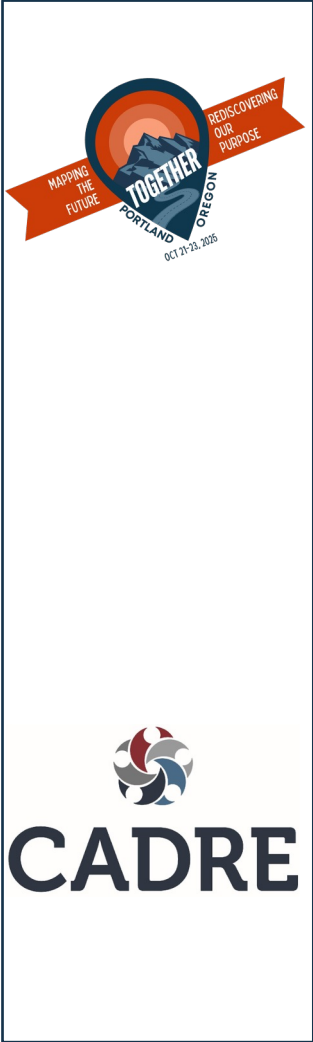
Outcomes of the Session

- ❖ Begin to create a vision and rationale for using FIEP
- ❖ Identify some key components of FIEP to implement in 3-5 years; and in year one
- ❖ Identify key activities to support FIEP implementation



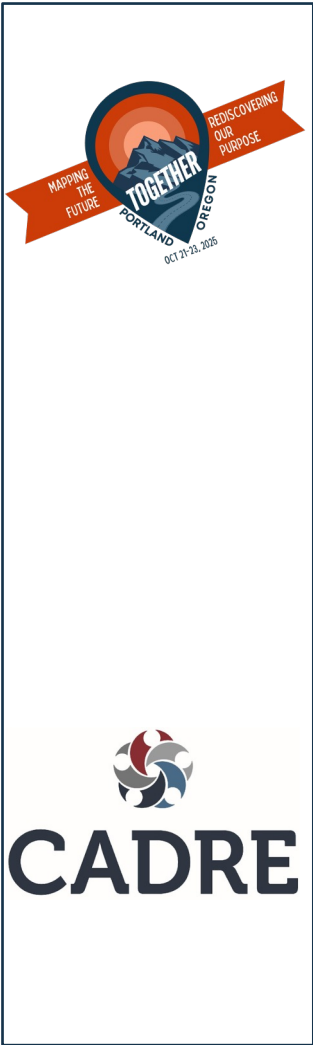
Proposed Agenda

- ❖ Welcome
- ❖ Participant Assessment
- ❖ Background/Key Principles
- ❖ Vision Activity
- ❖ Long-Range Goal/Year One Goal Activity
- ❖ Components to Support Implementation
- ❖ Wrap-Up



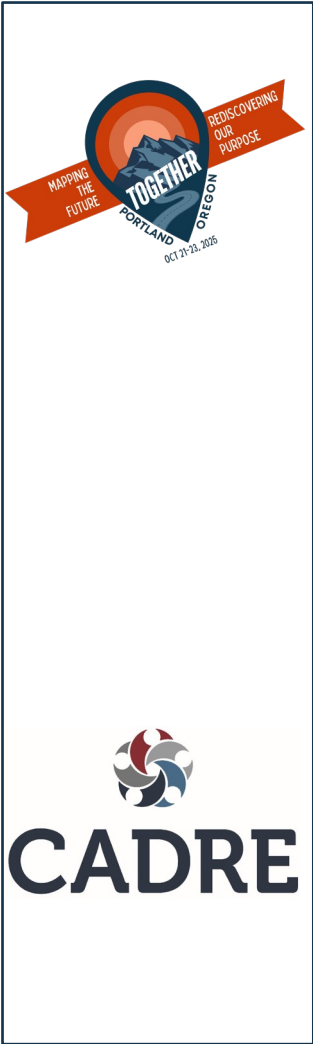
Norms—Working Together

- ❖ Share your ideas willingly
- ❖ Be open to new ideas and concepts
- ❖ Participate
- ❖ Listen and consider the opinions of others



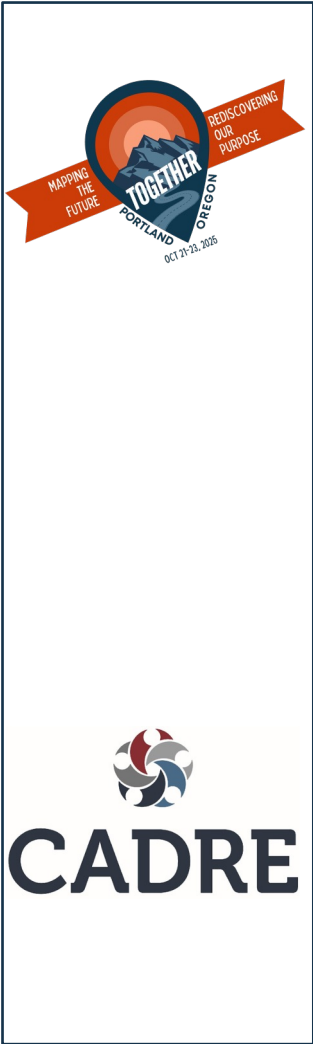
Introductions





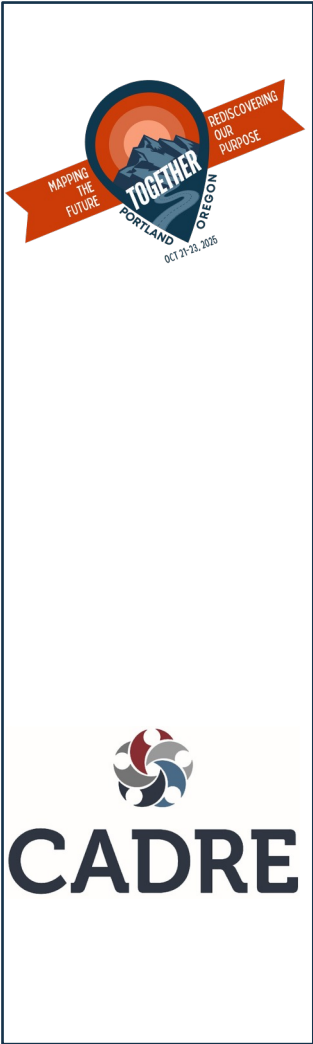
System Assessment—Are your staff...

1. Confused?
2. Anxious?
3. Resistant?
4. Frustrated?
5. Experiencing False Starts?
6. Successfully Implementing?



Assessment Indicators (ref. Knoster)

1. If confused, lack of vision
2. If anxious, lack of skills
3. If resistant, lack of incentives
4. If frustrated, lack of resources
5. If experiencing false starts, lack of action planning



Assessment Indicators: Successful?

All elements of Knoster's model are present:

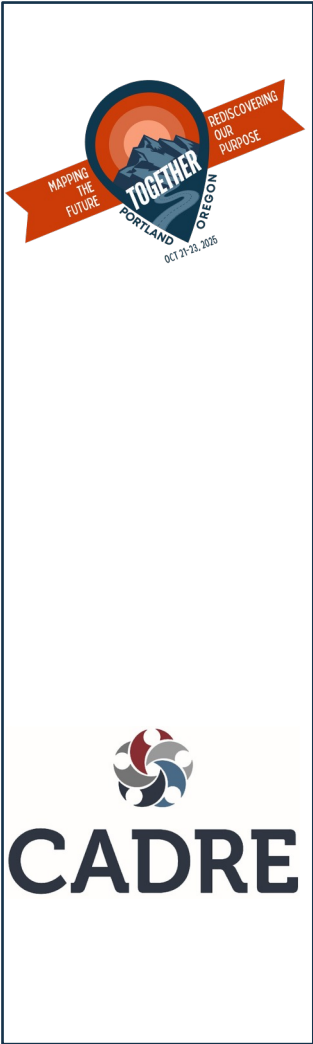
Vision

Skills

Incentives

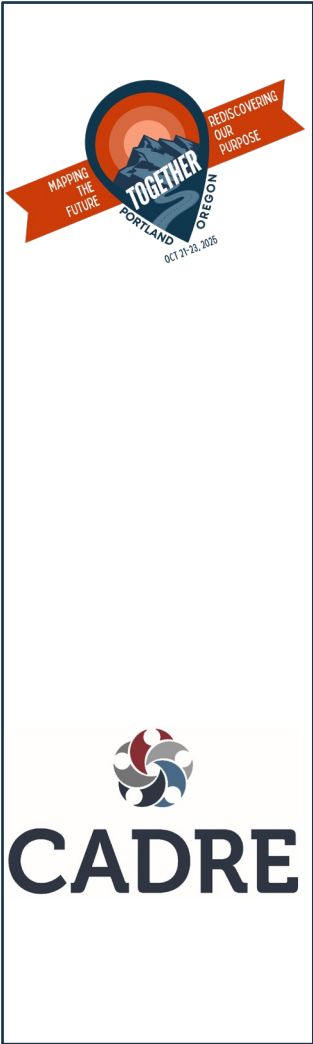
Resources

Action Plan



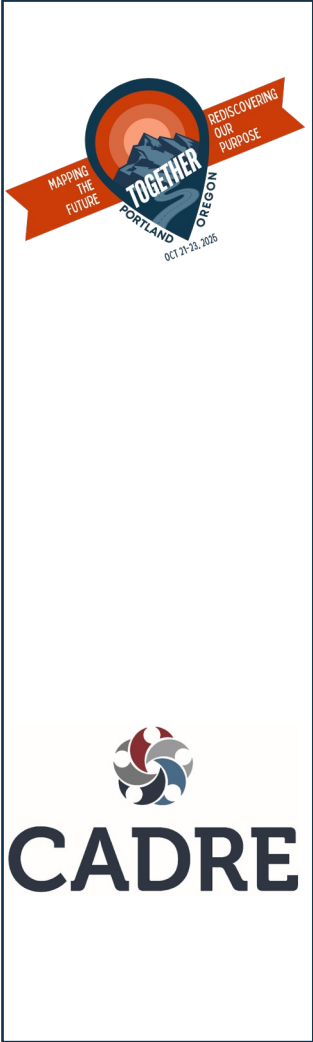
Using Facilitation is Systems Change





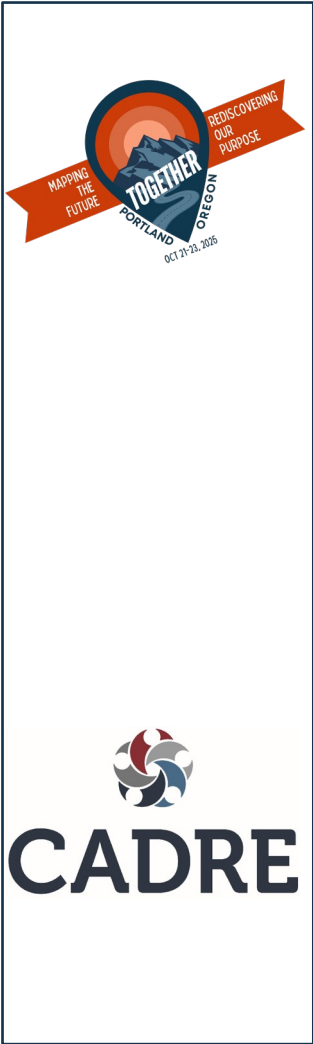
Considerations When Implementing Any Change

- ❖ Adaptability
- ❖ Minimizing disruptions
- ❖ Employee engagement
- ❖ Risk management
- ❖ Maintaining continuity
- ❖ Driving innovation
- ❖ Achieving strategic objectives



Our Experience with FIEP Systems Change

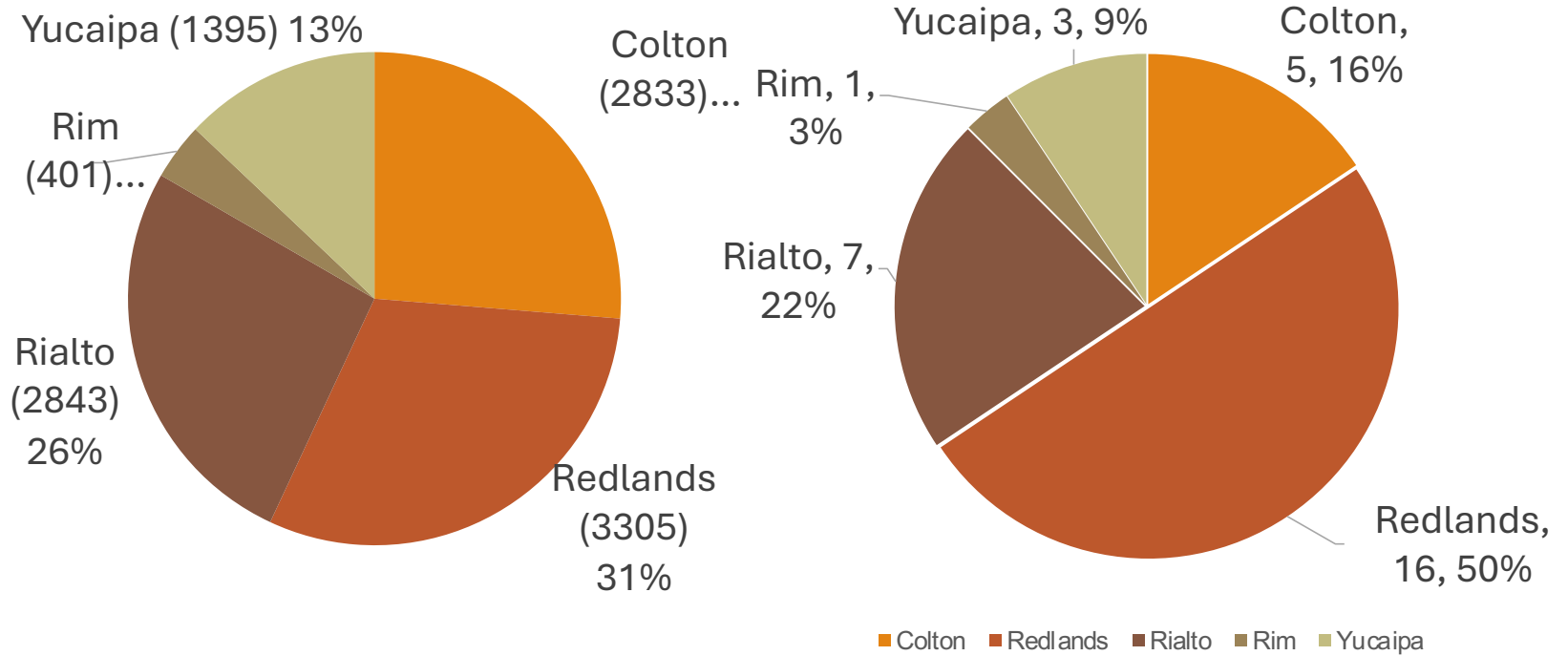


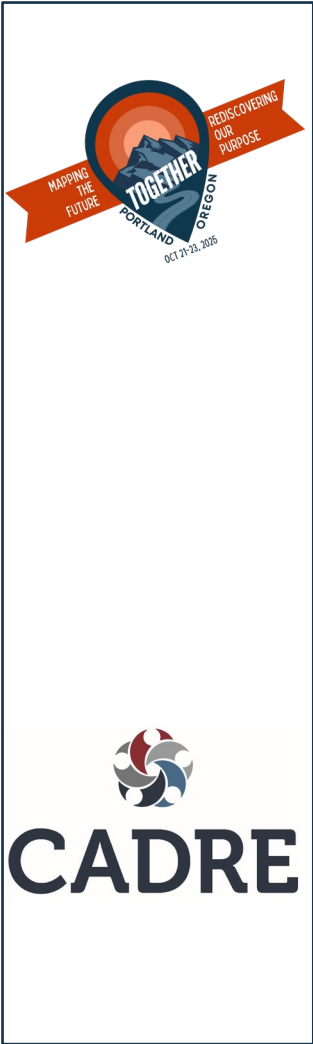


One District's Experience

Initial FIEP Implementation

August 2024

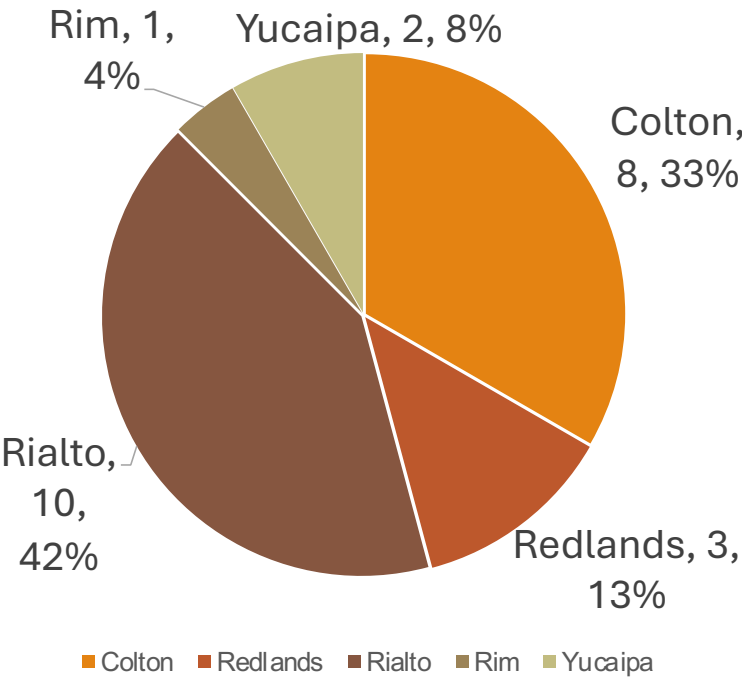
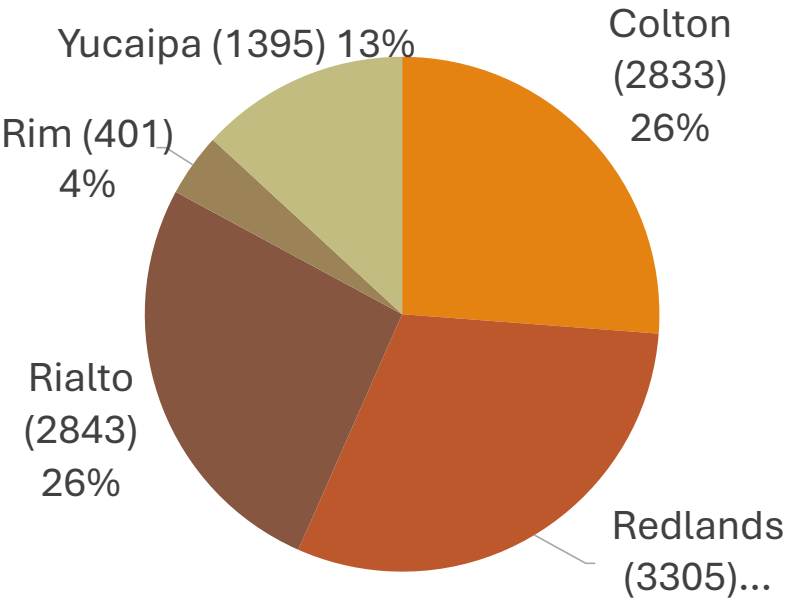


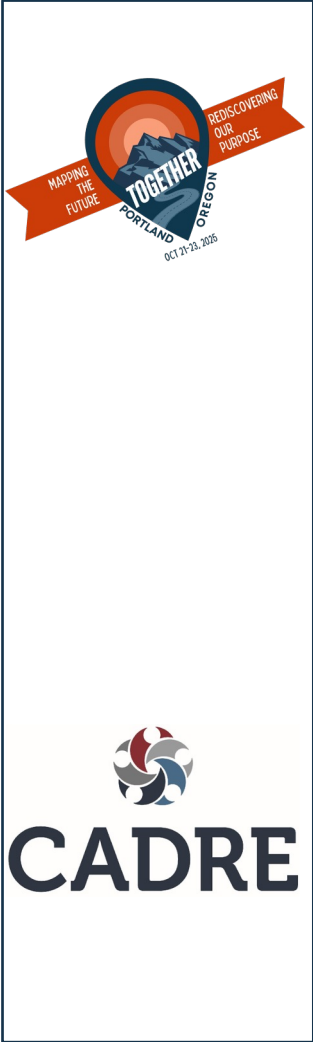


One District's Experience

Full FIEP Implementation

April 2025

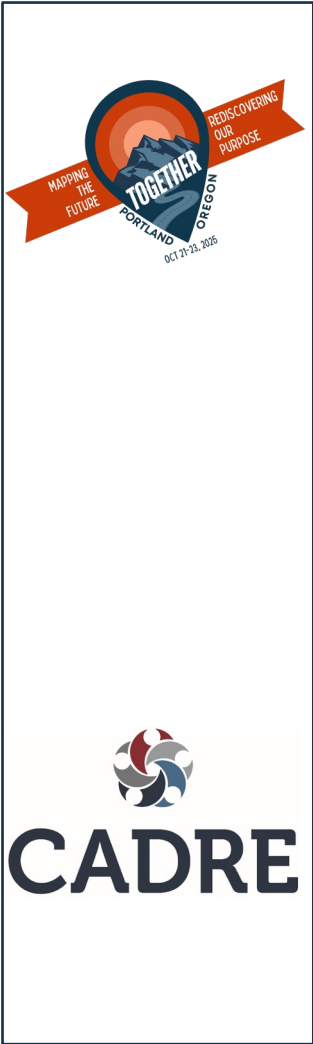




One District's Experience

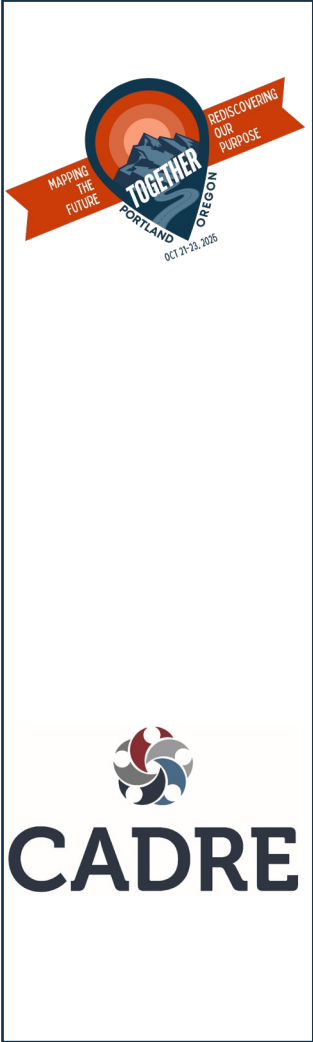
Parent Attorney Fees

2022 - 2023	\$126,900
2023 - 2024	\$114,010
2024 - 2025	\$20,750



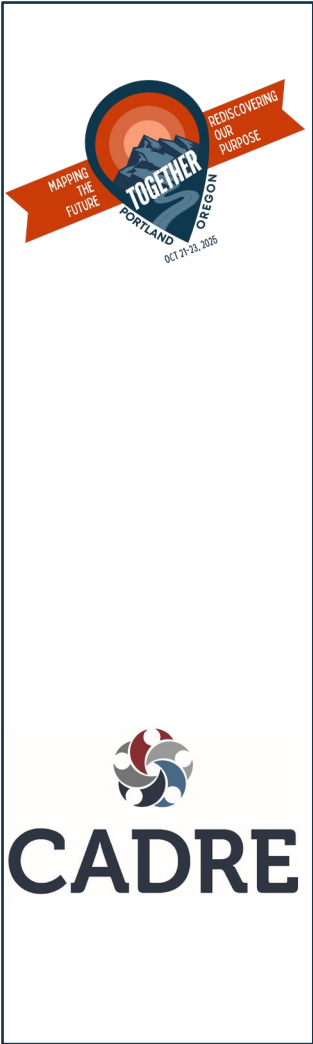
What works to change a system?

- ❖ Collaborative, but direct leadership
- ❖ An ongoing structure for implementation of the change that will be maintained over time (especially if leadership or staff change positions)
- ❖ A structure that is flexible and responsive to changing needs



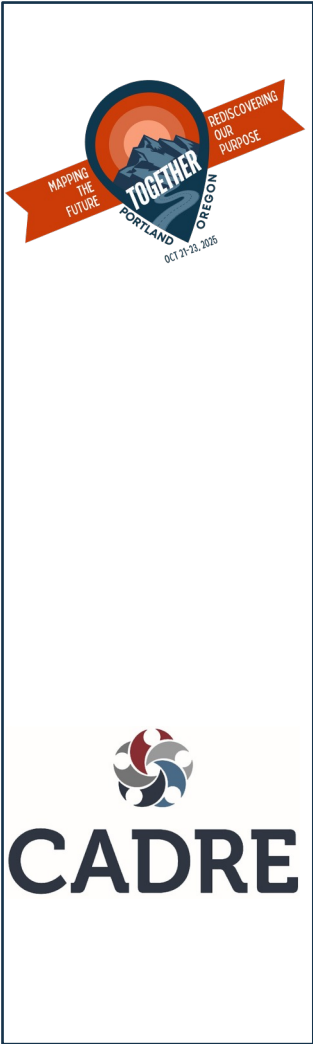
Change—Continued

- ❖ A system that uses data to inform decisions
- ❖ A system that uses professional development wisely, judiciously
- ❖ A system that provides various levels of continuous support for staff learning new skills



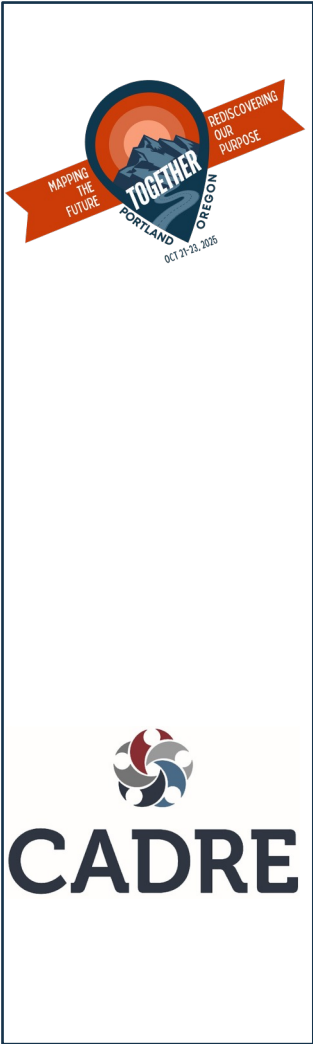
The Gift of Planning Time





Key Implementation Activities

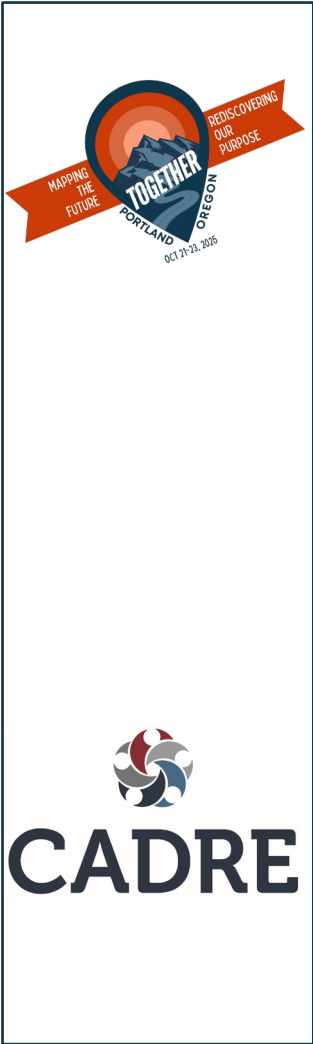
- ❖ Vision
- ❖ Goal Setting (Activity Plan)
- ❖ Communication Plan
- ❖ Professional Development Plan
- ❖ Identify Necessary Resources
- ❖ Informal Support Plan
- ❖ Data Collection and Review



Guidelines for Implementation

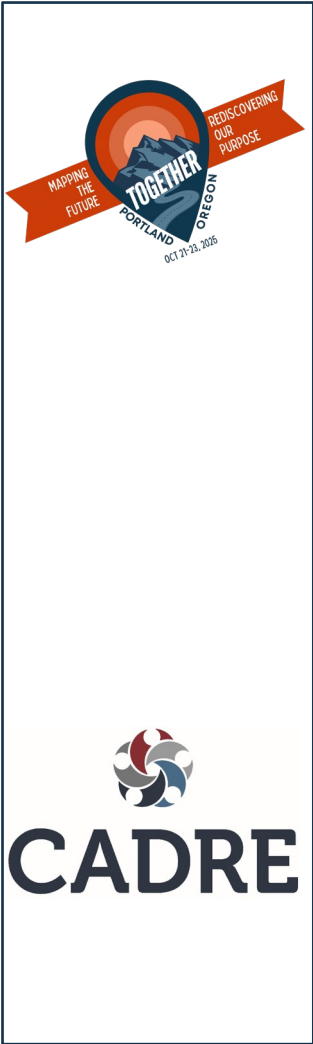
These key activities can be considered for specific levels or including all different levels, such as:

- ❖ District/agency/organization
- ❖ School Building
- ❖ Individual IEP Teams



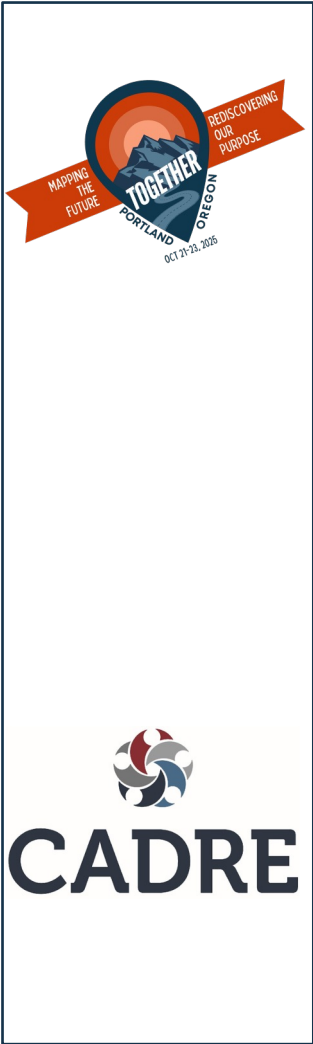
Let's Start with Vision





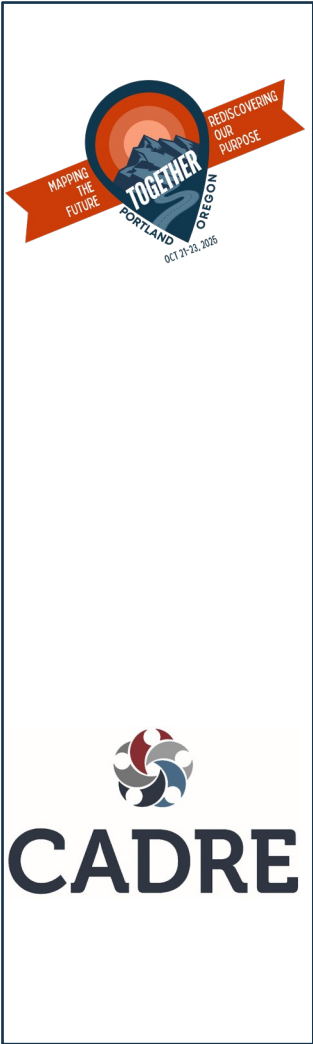
FIEP Key Words

- ❖ Guiding IEP groups
- ❖ Building understanding and agreement
- ❖ All group members
- ❖ Useful results
- ❖ Effective communication
- ❖ Building respect and understanding



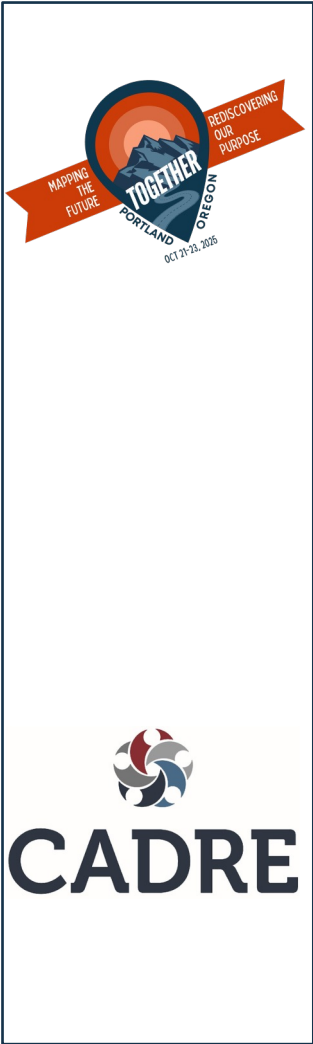
More Key Words

- ❖ Full participation; Strong relationships
- ❖ Informed discussion
- ❖ Reconciling differences
- ❖ Needs of the student
- ❖ Efficient; Guided
- ❖ Effective communication



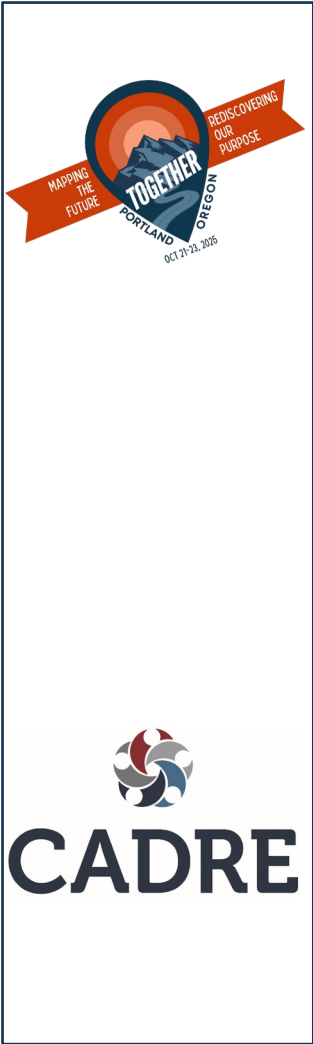
Vision Activity





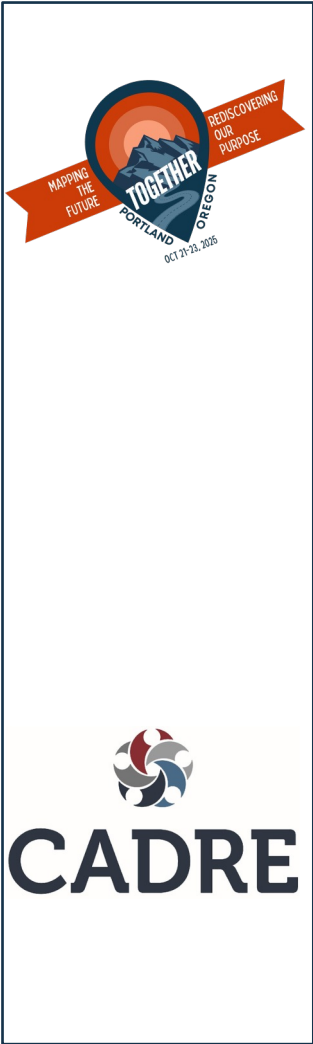
Example Vision Statements

School District 23's Student Services Department will empower IEP teams to meet student's individual needs using the Facilitated IEP process to foster shared responsibility and effective partnerships through collaborative decision making, open communication, and meaningful participation of students, families, and staff members.



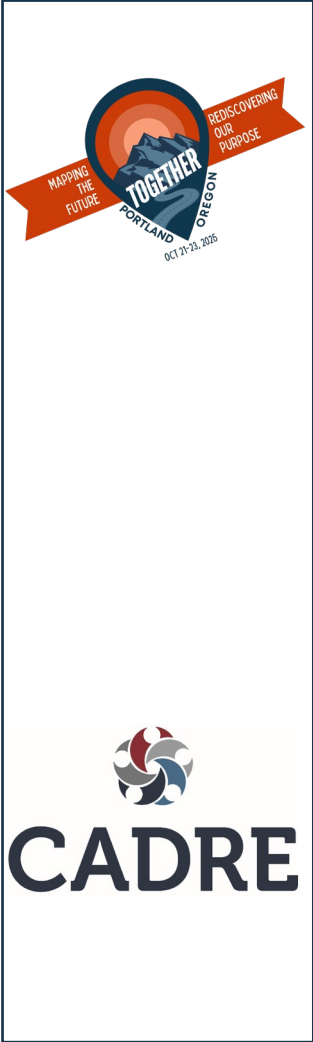
More Example Vision Statements

Our vision is to establish an IEP process that utilizes facilitative techniques and collaborative strategies, fostering mutual respect, shared responsibility, and clear communication between families and educators as equal partners. ... Our goal is to develop well-supported, actionable plans that enhance students' educational experience and drive their overall success in Warwick Public Schools.



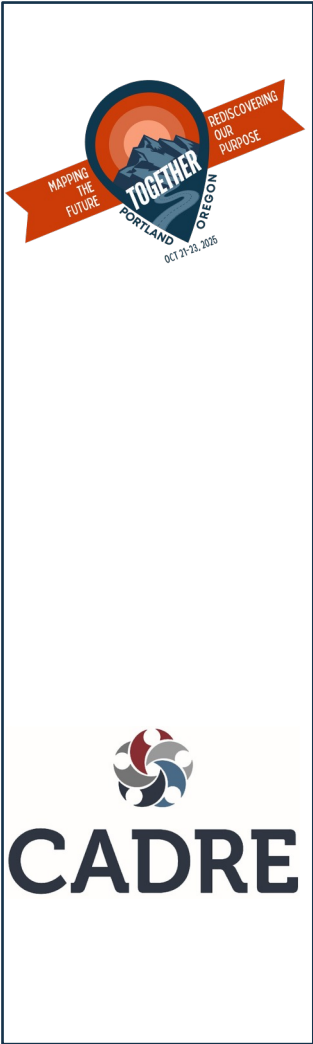
Example Redlands Vision Statement

Kimberly Elementary's vision is to create a shared responsibility through fostering a collaborative environment focused on supporting all students' individual needs by utilizing effective communication to build relationships that increase the success of student progress.



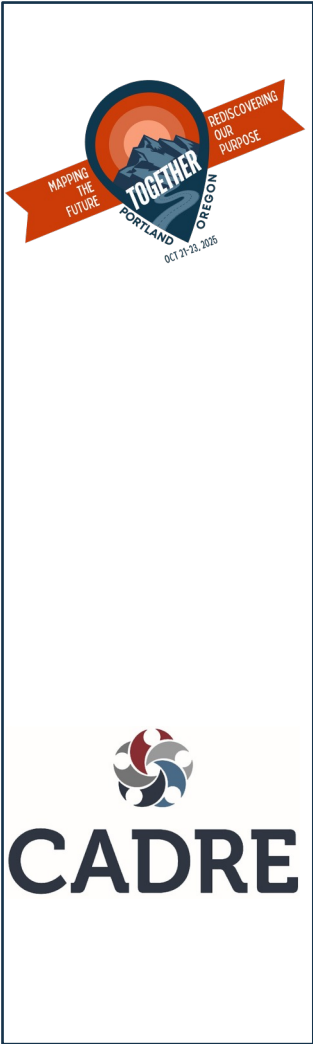
First Vision, then Goal





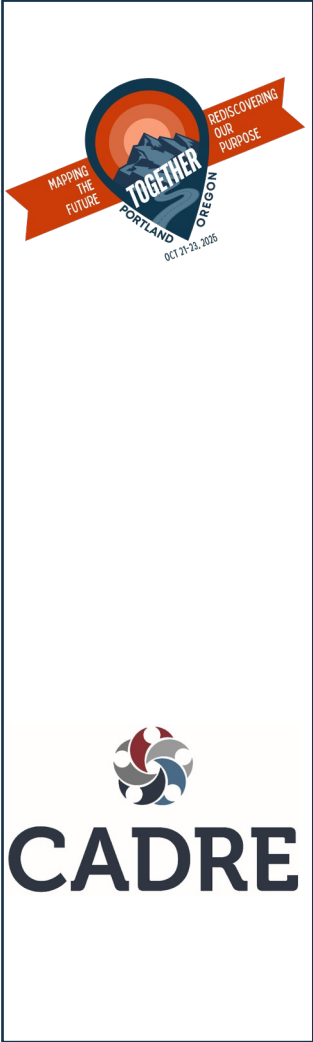
Considerations for a Long-Range Goal

- ❖ Change takes time, but can vary greatly
- ❖ Depends on the size of the organization
- ❖ Depends on the resources
- ❖ Depends on the time available
- ❖ Progress needs to be measurable



Long Range Goal Format

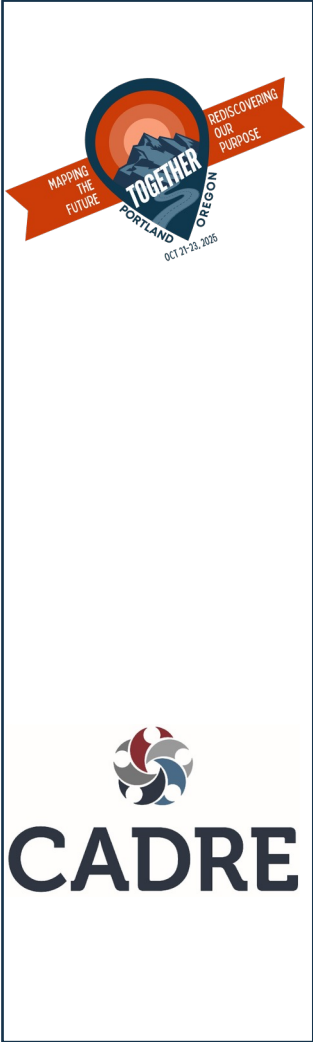
Given something (Conditions)	Someone or Some Group	Will do something	To some criteria	By some time
Given support and professional development	The district or organization	Will implement	XXX aspects of FIEP successfully	By the end of 27-28 school year



Criteria and Measurability

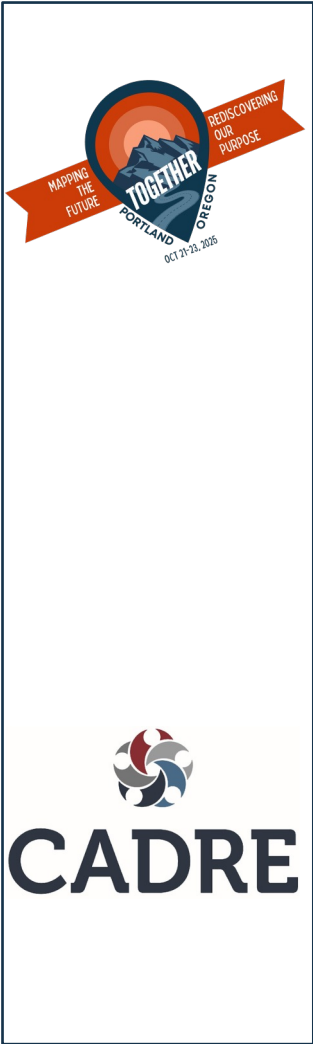
Abbreviated Implementation Checklist used as a team/district self-assessment:

- ❖ Before meeting items
- ❖ During meeting items
- ❖ After meeting items



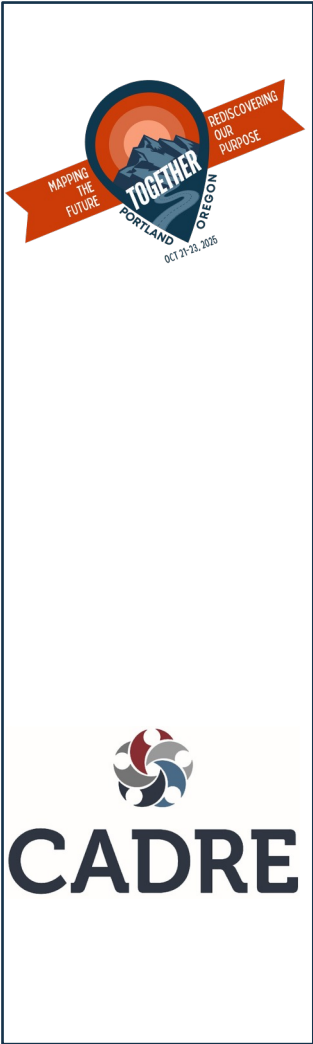
Redlands Long Term Goal

Given support from our SELPA and Special Services Department, all Redlands schools will implement 80% of the FIEP components and will conduct all IEP meetings using this format by the end of the 25-26 school year.



Examples of Long-Range Goals

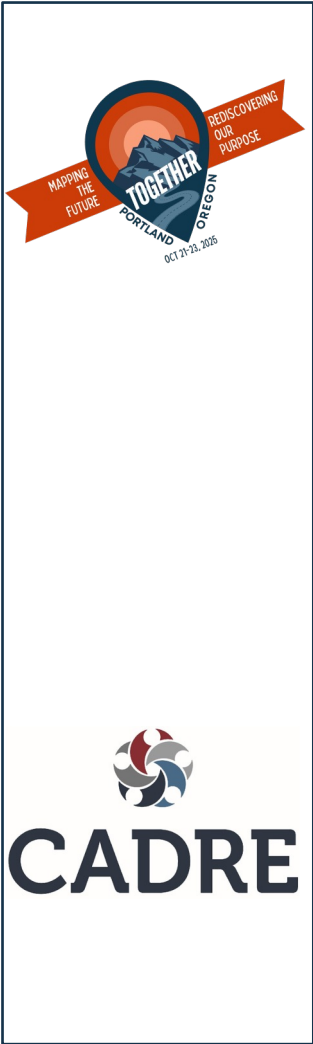
Given support and professional development, the School District 23 Student Services Department will fully implement 75% of the aspects of FIEP Implementation Checklist (Before the Meeting, During the Meeting, End of the Meeting) in all Special Education IEP meetings by June 2028.



Long-Range Goal Activity

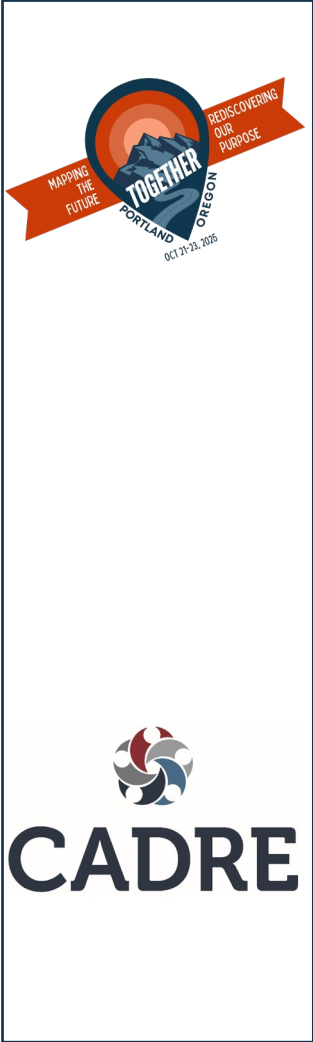


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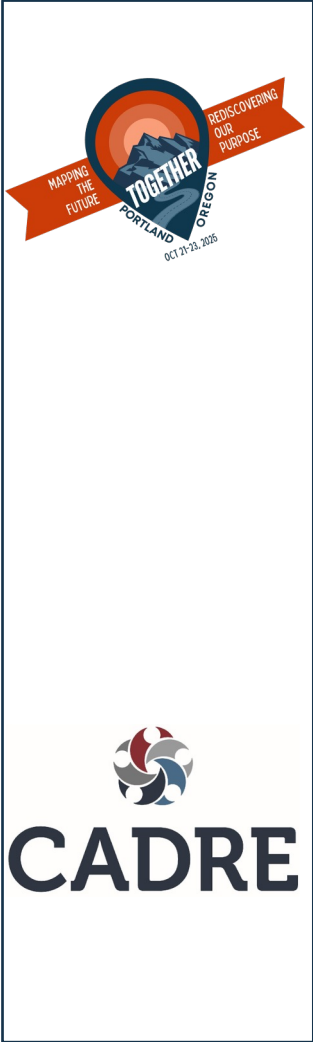
Year One Goal Activity

Given something (Conditions)	Someone or Some Group	Will do something	To some criteria	By some time
Given support and professional development	The district or organization	Will implement	XXX aspects of FIEP successfully	By the end of 27-28 school year



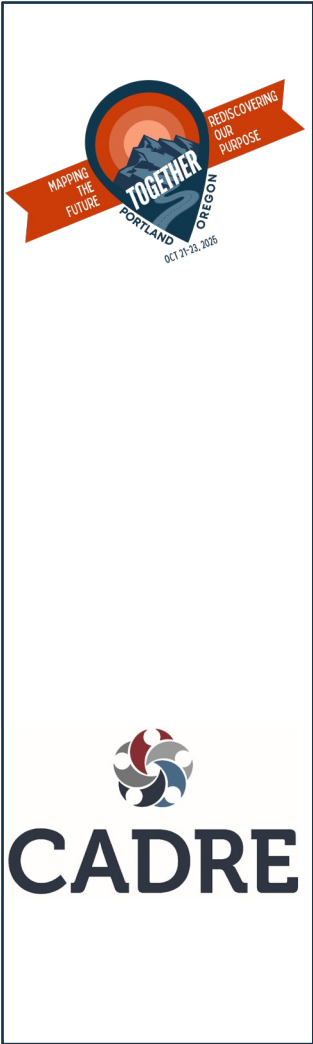
Redlands—Year One Goal

Given support from our SELPA and Special Services Department, all Redlands teams will attend an FIEP training and begin to conduct IEP meetings using this format by the end of the 24-25 school year.



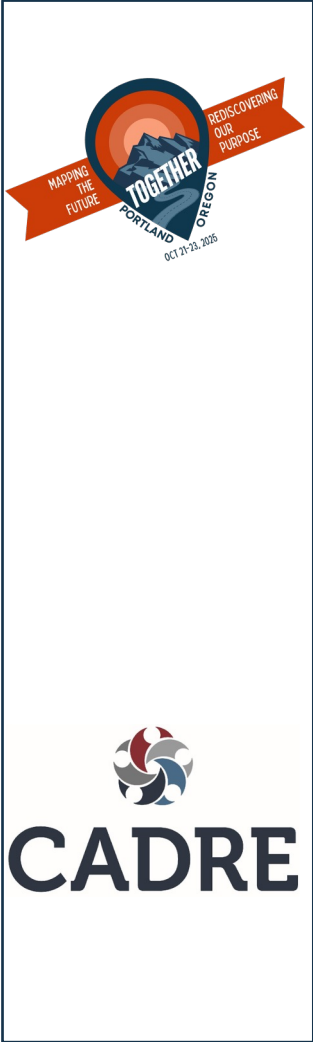
Support the Year One Goal

- ❖ Communication Plan—Vision and Goals
- ❖ Professional Development Plan
- ❖ Identify Necessary Resources
- ❖ Informal Support Plan
- ❖ Data Collection and Review



Examples of Support Activities

- ❖ Communicating with Boards, Unions, Administration
- ❖ Providing time to meet to review progress, make necessary changes
- ❖ Collect data on the number of meetings that were facilitated, time for those meetings, number of complaints, etc.
- ❖ New staff observing a Facilitated IEP meeting

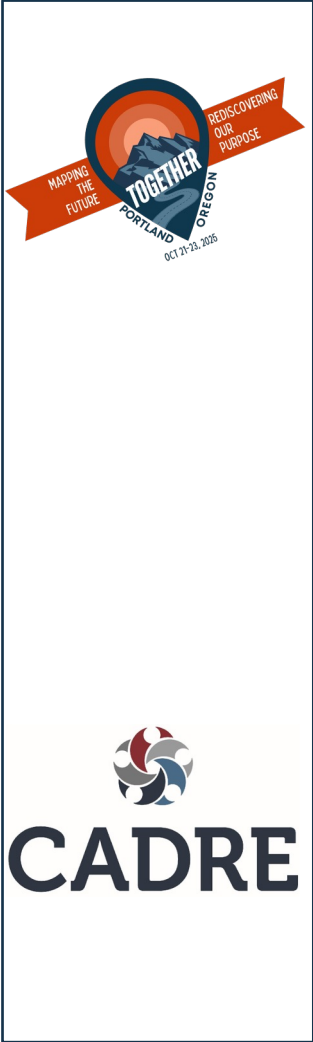


One District's Experience Support for Schools

Redlands has made a commitment to provide coaching for each site as they complete their FIEP training.

Special attention and additional training has been provided to our School Psychologists, SLPs, and related service providers, focusing on completing reports earlier and improved communication with parents prior to the IEP meeting.

Parent Training has been integral to our success.



Wrap-Up, Questions, and Final Thoughts

Key2Ed, the Authority in Facilitation
Contact us at Key2ed.com!