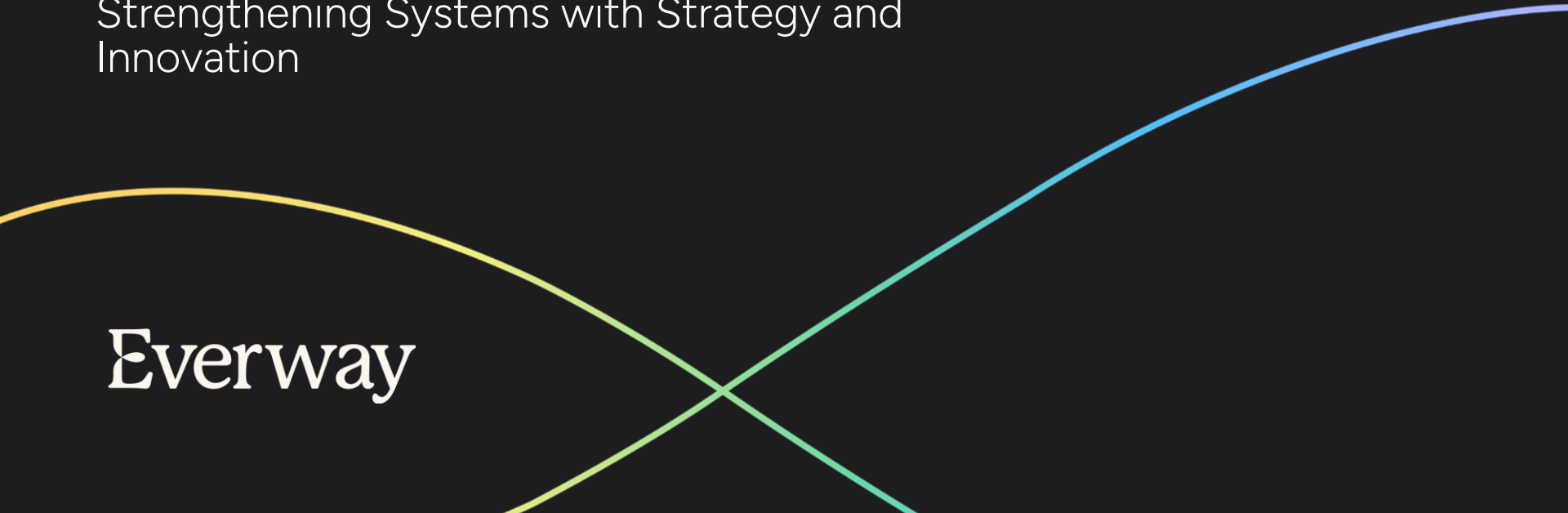


Anchored in Mission, Ready for Change

Strengthening Systems with Strategy and
Innovation



Everway

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Roadmap

1. Anchor decisions in mission, using compliance as a springboard for real change
2. Apply a practical strategy framework to guide adaptation and improvement
3. Spotlight innovative practices and dispute resolution under IDEA
4. Engage with actionable tools and participate in a hands-on strategy sprint
5. Commit to next steps for leading effective, student-centered transformation

Lead with purpose, leverage IDEA dispute resolution as an engine for innovation, and empower meaningful change for every learner and leader.

Why this moment matters



Federal and state education systems are shifting rapidly



Budgets are tightening; state accountability is expanding, as is the demand for dispute resolution



Uncertainty can feel destabilizing, or it can be a catalyst for reinvention

The big picture: systems in motion



Shifting policy at all levels

Federal landscape

National shifts, with
local consequences

Fewer resources

Faster change

State responsibility

Increased leadership
responsibility and
accountability

Greater role in local
impact

Student Impact

Keep learners at the
center

Protect student
opportunity

Trends in Dispute Resolution

Dispute activity increasing quickly

- **Risk:** Rising state complaints add strain and expose system gaps
- **Opportunity:** Stronger early resolution can build trust and reduce escalation

Mediation demand up

- **Risk:** Growing demand could overwhelm limited mediator capacity
- **Opportunity:** Mediation offers a scalable, collaborative path to resolution

Hearing decisions less common

- **Risk:** Timeliness and staffing shortages risk eroding protections
- **Opportunity:** Investment in capacity and quality resolution strengthens outcomes



"In times of change,
learners inherit the
earth, while the learned
find themselves
beautifully equipped to
live in a world that no
longer exists."

-Eric Hoffer

Mission anchored & outcome-focused

Shared goal

One vision: safe, healthy learning for every student that supports meaningful progress

Accessible, inclusive communication

Strong systems include every voice, including families, schools, and students

Dispute resolution as early warning

Use conflict to strengthen, not to check boxes

Traditional compliance model

- Correction-focused
- Box-checking
- Mandatory, disconnected training
- Measure completion

Innovative compliance model

- Impact-focused
- Learning-oriented
- Interactive, real-world learning
- Measure outcomes

Putting the anchors into action



Innovating IDEA Dispute Resolution

Shared goal

Minnesota's
collaborative IEP
facilitation program

Accessible, inclusive communication

New Mexico's bilingual
dispute resolution
services

Dispute resolution as early warning

Oregon's early
resolution and
mediation initiative

Moving innovation forward

1. Set a **clear goal** for enhancing dispute resolution or IEP practices in your organization.
2. Plan a team discussion to **brainstorm new ways** of fostering collaboration and inclusive communication.
3. Pilot an **early intervention strategy**, such as mediation or facilitation, to address issues before escalation.
4. **Invest in tools or training** that expand language access and equitable participation for all families.
5. **Commit to tracking impact and sharing lessons** learned to drive continuous improvement and system transformation.

Practice

Turning
policy
change into
mission-
driven
action

Safe Learning → Step 1: Look Back

- Recall one corrective action you've been involved in. What was the issue? What fix was chosen?
- Did it protect or strengthen learning and progress?

Every Voice → Step 2: Check Impact

- Did the action shift adult practice in a way families or students could see or feel?
- Could a student describe a better experience as a result?

Meaningful Change → Step 3: Redesign

- What alternate approach could both correct the issue *and* change practice?
- How could this support student preparation for life after school?

Real tools for real change

Shared goal

Co-Creating Student-Centered IEPs in Colorado

Accessible, inclusive communication

Leveraging Technology for Equity in Texas

Dispute resolution as early warning

Peer Mediation and Proactive Support in Chicago

Real-world tools and take-aways

Mission-alignment worksheet

- Assists teams in aligning decisions and strategies directly with their core mission.
- Includes prompts to clarify who you serve, what you do, and why it matters.

School data dashboard

- Visualizes attendance, enrollment, student-faculty ratios, results, and budget trends for quick, informed decision-making.
- Supports ongoing tracking and team discussion of key outcome indicators for students and families.

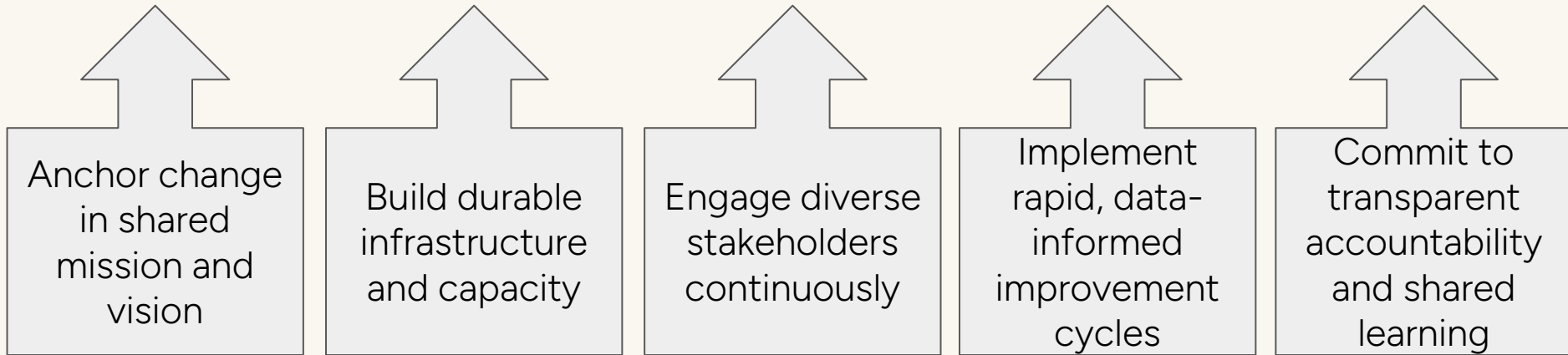
Continuous improvement sprint template

- Step-by-step structure for rapid, team-based innovation cycles.
- Guides teams to identify barriers, focus on one area, test changes, and review impact in short sprints.

Table talk: Turning policy change into mission-driven action

- What's a big policy/funding change you're facing?
- How could anchoring your team's response in Safe Learning, Every Voice, and Meaningful Change shift the outcome?"

Sustaining change and moving innovation forward



Leadership anchors

- **Anchor in mission**
- **Lead from every level**
- **Move beyond compliance**
- **Sustain change together**

*What is your
commitment?*

*What will you start, shift,
or share to drive mission-
driven, lasting change for
students and families in
your system?*

Thank you!

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