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<p>monitor accountability for change along with Mr. Segura, interim superintendent</p>		
<p>3. Conducted initial training for all principals regarding the findings of the Evaluation Report and the responsibilities at the campus level for facilitating an effective and efficient referral process and execution of individualized IEPs.</p>	<p>Increased capacity for principals, consistency across the district for students receiving special education services, Increased accountability for principal actions related to special education services</p>	<p>Initial training completed; ongoing training scheduled monthly</p>
<p>4. Provided intensive training to every AISD principal and to a team from each school re: the skills and strategies to achieve strong student outcomes for diverse learners in inclusive settings. Each school team was required to evaluate their services for students with disabilities and develop an Action Plan to improve current outcomes. This Action Plan is collected by district department staff for analysis and tailoring technical supports provided.</p>	<p>126 school teams (over 650 individuals) received 14 hours of training required to shift from the current status to:</p> <ul style="list-style-type: none"> <li>-a common vocabulary for the entire district;</li> <li>-a common set of processes for individual student decisionmaking re: supports and services;</li> <li>-clarity regarding the importance of instructional accommodations and when appropriate, curricular modifications;</li> <li>-an instructional planning process that enhances access to and success in grade level general curriculum goals;</li> <li>-New staffing models and scheduling;</li> <li>-Action Planning</li> </ul>	<p>Achieved; <i>Note: Each principal was required to attend the training and when necessary, members of the education department assumed responsibility for the campus in order for the principal to attend.</i></p>
<p>5. Provide a personalized, on-site technical assistance day provided for every school to support the full implementation of</p>	<p>30 of the 126 schools have received a technical assistance visit to date. The remaining schools are scheduled to receive their</p>	<p>24% Completed</p>

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<p>Houston, the Action Plan developed on the last day of training.</p> <p>281.440.4280</p>	<p>visit either this spring or summer. Note: Training alone typically does not change practice but combined with onsite assistance the extent to which positive change occurs is significantly higher. (Rand Study)</p>	
<p>6. Provided the same training as described in #4 to all special education department staff and staff from Academics with an emphasis on their shared roles as coaches and technical assistance providers in the process.</p>	<p>125 instructional department staff trained to support the changes at the district and campus level with an emphasis of shared responsibility, versus silos.</p>	<p>Completed</p>
<p>7. Conduct Special education departmental working session of approximately 40 staff members to aggressively address specifics related to department improvement and assist in developing priority action steps. The first four meetings with senior department staff, supervisors and coordinators, are scheduled to be concluded in May, 2023.</p>		

14343-2023

<p>Improving IEP development and implementation for increased student success</p> <p>A secondary purpose is to identify specific strategies to improve the quality of relationships between department staff and campus leadership and between department staff and parents. This is an ongoing effort. The results of these plans will be made public no later than Fall 2023 and will incorporate feedback and direction from principals and parents.</p>		
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<p>8. Responded to a salary study showing non-competitive salaries for LSSPs now offering \$20,000 as an incentive for signing an employment contract; the district has also increased LSSP salaries by more than 20%.</p>		Completed
<p>9. Invited representatives from the University of Texas and other colleges and universities producing individuals with credentials for evaluating students to design a model program for recruiting, onboarding, supporting and coaching evaluation personnel. Meeting scheduled for April.</p>	<p>Designed to reach higher levels of quality support for evaluation personnel, increase numbers of candidates</p>	

14343-2018

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