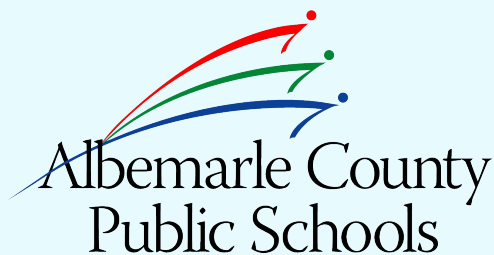


# Special Education Comprehensive Review Update

From Listening to Lasting Impact



# Agenda

**1**

**Review of Berkley Group  
Comprehensive Review**

**4**

**Next Steps**

**2**

**Timeline for Development and  
Implementation**

**5**

**Questions**

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**Actions to Date**



# Strategic Plan: Learning for All

## VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

## MISSION

Working together as a team, **we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all.** We seek to build relationships with families and communities to ensure that every student succeeds.

**We will know every student.**

## VALUES

Equity  
Excellence  
Family and Community  
Wellness

## GOALS



Thriving Students



Affirming and Empowering Communities

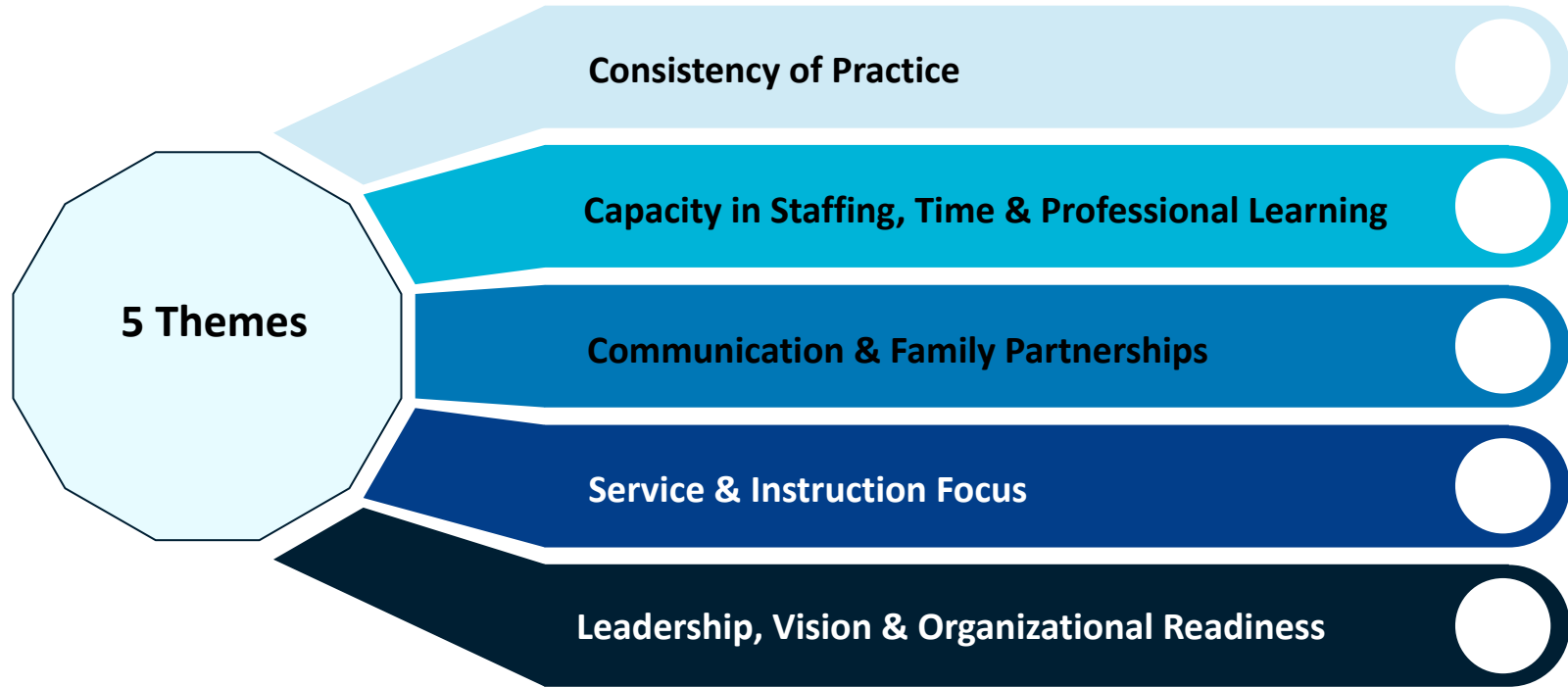


Equitable, Transformative Resources

# **Review of Berkley Group Comprehensive Review**



# Major Themes



# Recommendations

## Short Term

3 Recommendations

0 - 12 Months

High impact foundational actions  
achievable within the current  
school year

## Mid-Term

7 Recommendations

12 - 24 Months

Structural changes requiring  
planning, piloting and stakeholder  
engagement

## Long-Term

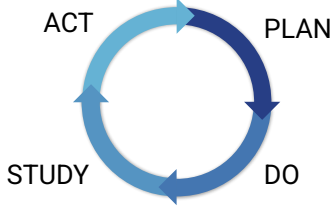
2 Recommendations

24+ Months

Systemic redesign requiring  
sustained investment and  
leadership commitment

# Timeline for Development and Implementation



| <b>Short Term</b><br><b>Launch and Build Momentum</b><br><i>August 2026 – June 2027</i><br>High impact foundational actions achievable within the current school year                                                                                                                        |                     | <b>Mid Term</b><br><b>Deepen and Expand</b><br><i>July 2027 – June 2028</i><br>Structural changes requiring planning, piloting and stakeholder engagement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                              | <b>Long Term</b><br><b>Sustain and Scale</b><br><i>July 2028 and Beyond</i><br>Systemic redesign requiring sustained investment and leadership commitment                                                                                                                                    |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>R1</b> Establish a Clear, Communicated Vision and Change Management Framework<br><br><b>R2</b> Conduct an Internal Review of SPED Identification, Access, and Transition Practices<br><br><b>R3</b> Restore and Protect Dedicated SPED–GenEd Co-Planning Time as a Division-Wide Standard | D<br><br>P<br><br>D | <b>R4</b> Develop and Implement a Division-Wide Special Education Practice Framework<br><br><b>R5</b> Benchmark and Align the Organizational Structures of the Department of Special Education<br><br><b>R6</b> Review, Reset, and Relaunch the Base School Program<br><br><b>R7</b> Design and Implement a Coordinated, Multi-Year Professional Learning System<br><br><b>R8</b> Establish a Division-Wide Teaching Assistant and Paraprofessional Support System<br><br><b>R9</b> Strengthen and Integrate the Student Performance Monitoring System<br><br><b>R10</b> Review and Align School Psychologist Staffing to Support Timely and Consistent Evaluation | P<br><br>P<br><br>P<br><br>A | <b>R11</b> Embed Special Education Improvement into the ACPS Continuous Improvement System<br><br><b>R12</b> Build Strategic Partnerships to Extend Professional Learning and Student Opportunity<br><br> |  |



# Actions to Date



| Vision/ Theory of Change                                                                                                                                                                                                                                                                                                               | Internal Review of SPED Processes                                                                                                                    | Co-Planning                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Recommendation 1:</b> Establish a Clear, Communicated Vision and Change Management Framework                                                                                                                                                                                                                                        | <b>Recommendation 2:</b> Conduct an Internal Review of SPED Identification, Access, and Transition Practices                                         | <b>Recommendation 3:</b> Restore and Protect Dedicated SPED-GenEd Co-Planning Time as a Division-Wide Standard                                                                                                                                                                                                                                                                                                                                                   |
| <p>Developed 60 min. multi-stakeholder protocol around beliefs, values and desired state</p> <p>To date, have used protocol with SpEd teachers, SpEd and Central Office Leadership, Principals and APs</p> <p>Scheduled: Related Service Providers, SEAC, TAs, Gen Ed Teachers</p> <p>Data beginning to reveal cross-group themes.</p> | <p>Ties into the systems and structures review</p> <p>Updating access to communication (i.e. website) to review, revise, and create where needed</p> | <p>Special Ed DPLC has been implemented. First session was held on Sept. 8.</p> <ul style="list-style-type: none"> <li>- Co-Planning within sped cohorts has been established</li> </ul> <p>Shared Ownership of DPLC groups:</p> <ul style="list-style-type: none"> <li>- Differentiated based on teacher needs (i.e. specialists, related service providers)</li> </ul> <p>Ongoing: Review co-planning time between special education and general education</p> |



| IDEA/ VDOE Compliance                                                                                                                                             | Base Program Assessment                                                                                                                                                                                                                                                                                                                                                                                         | Professional Learning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Other                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Recommendation 4:</b> Develop and Implement a Division-Wide Special Education Practice Framework                                                               | <b>Recommendation 6:</b> Review, Reset, and Relaunch the Base School Program                                                                                                                                                                                                                                                                                                                                    | <b>Recommendation 7:</b> Design and Implement a Coordinated, Multi-Year Professional Learning System                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                             |
| <p>VDOE Audit is scheduled for this school year.</p> <p>Have crosswalked where the audit and Berkley Report overlap.</p> <p>Beginning to pull data for audit.</p> | <p>Developed 60-minute protocol to be used with Special Ed teachers regarding:</p> <ul style="list-style-type: none"> <li>• Current and desired state</li> <li>• Co-teaching and co-planning</li> <li>• Teacher/TA Partnership Resources, tools and conditions Across Program Movement and Decision-Making Student Experience</li> </ul> <p>Gen Ed teachers and TAs will do relevant parts of this protocol</p> | <p>Preservice PL for Teachers:</p> <ul style="list-style-type: none"> <li>• New Teacher Academy</li> <li>• Preservice Sessions</li> </ul> <p>Preservice PL for TAs:</p> <ul style="list-style-type: none"> <li>• Time dedicated to school based work</li> <li>• Division level PL</li> </ul> <p>Upcoming PL:</p> <ul style="list-style-type: none"> <li>• Making Connections for TAs/Classified Staff (Oct. 12)</li> <li>• DPLC for Special Ed teachers (Oct. 13)</li> <li>• Making Connections for Teachers (Nov. 2nd)</li> </ul> | <p>Continued work with Dr. Scott Baker and Dr. Patrick Murphy of the Berkley Group:</p> <p>Multiple meetings to date regarding the recommendations and implementation timeline.</p> <p>Executive Leadership Development scheduled for the Director and Asst. Director of Special Education.</p> <p>Presentation of report to SEAC at September meeting.</p> |

# Near-Term Next Steps



# Near-Term Next Steps (October/ November)

## Vision/ Theory of Change

- Complete stakeholder focus groups including SpEd Teaching Assistants (10/12), Related Services (10/13), SEAC (10/13) and General Ed Teachers (11/2)
- Using themes across groups, develop draft Vision statement and Theory of Change
- Get feedback on drafts through stakeholder survey.
- Finalize by November 15.

## Base and General Program Review

All Special Ed Teachers will participate in 60 min. protocol at next DPLC (October 13).

SpEd TAs and General Ed teachers will complete a shortened, relevant to them protocol when they participate in the Vision protocol.

Feedback will be reviewed beginning in mid-October with recommendations shared in December.



# Near-Term Next Steps (October/ November)

## Professional Learning

- Making Connections
- DPLC
- Thursday Virtual Sessions

## VDOE Audit

- Cyclical: Core Special Education Assessment
  - Happens every 5 years
  - Ongoing throughout the year with an on-site visit in March 2027

# Questions

