



Reimagining Excellence Special Education Services Reorganization

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Desired Outcomes



Reimagining Excellence

Understand the Purpose

Examine the drivers of reorganization, focusing on disproportionality, improving student outcomes, and enhancing services and support for schools.

Explore the Process

Review the steps of change management during organizational restructuring and their alignment with our strategic goals.

Reflect and Synthesize

Summarize and share key takeaways from a selected article to connect research to our reorganization efforts.

PRIORITY 1

STUDENT KNOWLEDGE AND SKILLS

The Four Cs

Literacies | Knowledge and Skills

High-quality Instructional Core for All Content Areas

AIM 2: Deliver standards-based, rigorous, culturally responsive, and inclusive curriculum resources and instructional practices that are enhanced by technology.

AIM 3: Analyze performance data to guide core instructional planning and high-impact interventions and acceleration.

Equity-focused Practices

AIM 4: Eliminate over-representation in Special Education and under-representation in advanced coursework by race, ethnicity, and gender.

PRIORITY 2

STUDENT DISPOSITIONS AND WELL-BEING

Behavioral Health

High-quality Instructional Core for All Content Areas

AIM 9: Provide a safe, inclusive learning environment that is responsive to all students' behavioral health needs and promotes a sense of belonging.

Equity-focused Practices

AIM 10: Eliminate over-representation by race, ethnicity, gender, and disability in student discipline referrals, suspensions, and absences.

PRIORITY 3

OPERATIONAL EFFECTIVENESS

Effective Operations, Services & Facilities

Equity-focused Practices

AIM 14: Differentiate resource allocation to provide PreK-12 students with equitable access to high-quality teachers and principals, and sufficient support services.

Strategic Plan Alignment

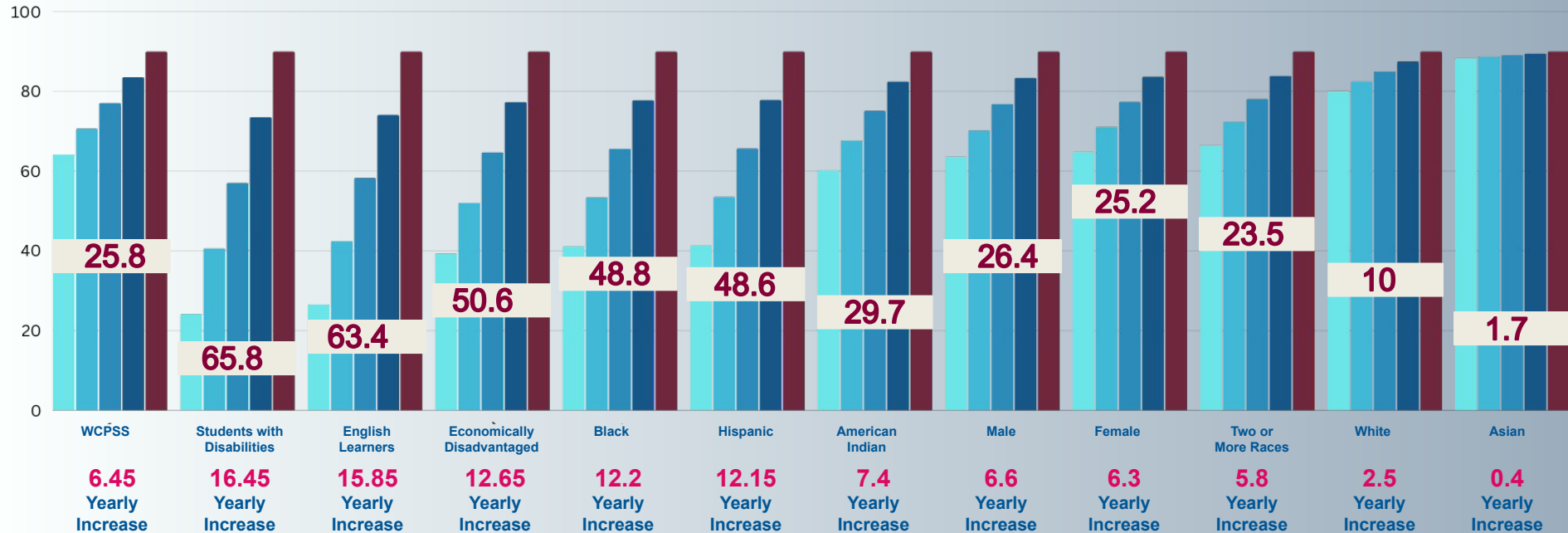


ACADEMIC PROGRESS 2024-2025



WAKE COUNTY
PUBLIC SCHOOL SYSTEM

90% Proficient by 2028



What do you notice about the rate of improvement necessary to meet the 90% proficiency goal?

Systems



Create
Systems
of
Support
for Schools
and
Students

Conditions



Foster
Conditions
to
Accelerate
Learning
for All
Students

Progress



Monitor
Progress
Using
Data
Driven
Tools

Outcomes



Evaluate
Outcomes
through
a Lens
of
Equity

Systems



WAKE COUNTY
PUBLIC SCHOOL SYSTEM



Create
Systems
of
Support
for Schools
and
Students

REORGANIZATION

Systems and Supports to Improve Student Learning

ACADEMIC
ADVANCEMENT



Individuals, staff, school, and district leaders create **strategic structures** aligning the resources of the organization to achieve equity outcomes including equitably allocating resources.

EQUITY FOCUSED PRACTICES

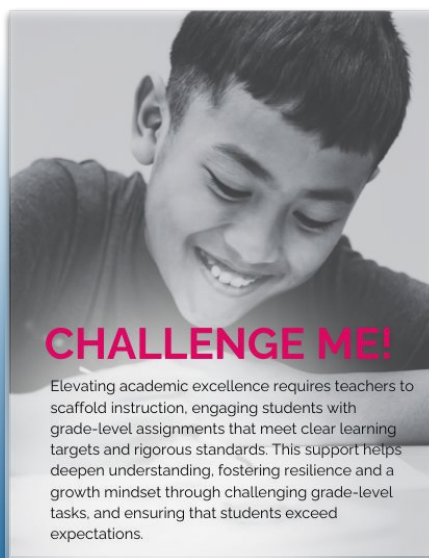
LEARNING MODEL

Leading teaching and learning through the lens of our students



SEE ME!

Fostering a positive, inclusive classroom climate ensures that every student feels safe, welcomed, and respected. Acknowledging students' experiences, cultures, and achievements, this approach enhances a sense of belonging.



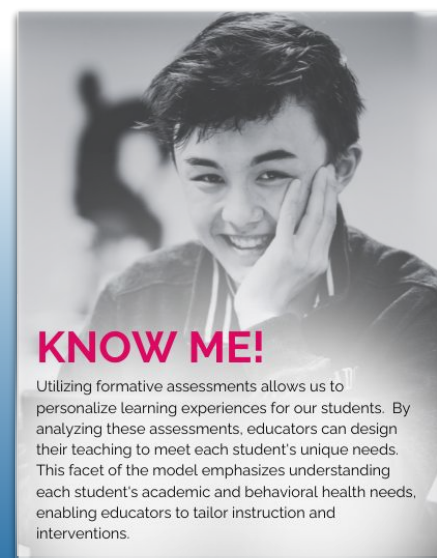
CHALLENGE ME!

Elevating academic excellence requires teachers to scaffold instruction, engaging students with grade-level assignments that meet clear learning targets and rigorous standards. This support helps deepen understanding, fostering resilience and a growth mindset through challenging grade-level tasks, and ensuring that students exceed expectations.



ENGAGE ME!

Employing practices such as integrating writing across the curriculum and utilizing techniques to bolster comprehension will stimulate higher-order thinking. This approach ensures that learning is not only interactive and collaborative but also deeply relevant to students' lives and interests.



KNOW ME!

Utilizing formative assessments allows us to personalize learning experiences for our students. By analyzing these assessments, educators can design their teaching to meet each student's unique needs. This facet of the model emphasizes understanding each student's academic and behavioral health needs, enabling educators to tailor instruction and interventions.



Purpose of the Reorganization



Why it Matters

These commitments are vital to achieving equity, excellence, and lasting impact, ensuring our district creates meaningful opportunities for all students to thrive and succeed.

Student Outcomes

Improving student outcomes to close achievement gaps.

Disproportionality

Addressing disproportionality in special education.

Services and Support

Enhancing services and support provided to schools and students.



Strategic Alignment

- Increased proficiency rates among students receiving SPED services due to targeted interventions.
- Reduction in achievement gaps between SPED students and their peers.



Enhanced Efficiency

- Enhanced compliance with Individualized Education Plans (IEPs), resulting in fewer legal disputes or penalties.
- Greater compliance with state and federal regulations, mitigating financial and reputational risks.



Customer Centric

- Improved teacher and principal satisfaction with consistent SPED guidance.
- Enhanced family and school satisfaction through timely communication.
- Stronger partnerships with principals and teachers for student success.

Drivers for Change

Change Management Process

*Change happens best when **everyone is informed, involved, and invested**—transparency builds trust, and collaboration drives lasting success.*



STEP 1

Assess the Need for Change

Evaluate the reasons behind the restructuring

- Conduct a SWOT analysis
- Identify Key Drivers for change



STEP 2

Develop a Change Management Plan

Create a comprehensive plan outlining the steps, resources, and timelines

- Define objectives and scope
- Assign roles and responsibilities



STEP 3

Communicate the Change

Clearly communicate the purpose, process, and impact of the restructuring to all essential partners

- Develop a communication strategy
- Schedule regular updates



STEP 4

Engage and Involve Staff

Involve staff in the change process to increase buy-in and reduce resistance

- Hold feedback sessions
- Encourage staff participation in decision-making



STEP 5

Implement the Change

Execute the restructuring according to the plan

- Monitor progress and adjust as needed
- Provide the necessary resources and training



STEP 6

Support and Manage Resistance

Anticipate and manage resistance from staff

- Identify sources of resistance
- Offer counseling and support



STEP 7

Monitor and Adjust

Continuously monitor the impact of the changes and make adjustments as necessary

- Track metrics
- Gather feedback from employees



STEP 8

Reinforce and Sustain the Change

Ensure that the changes are embedded in the district's culture and practices

- Recognize and reward adaptation
- Provide ongoing training and support



STEP 9

Review and Learn

Conduct a post-implementation review to identify lessons learned

- Analyze successes and areas for improvement
- Document findings for future reference

Connecting Research to Action

Article Reflection Protocol

Step 1: Individual Reading (5 minutes)

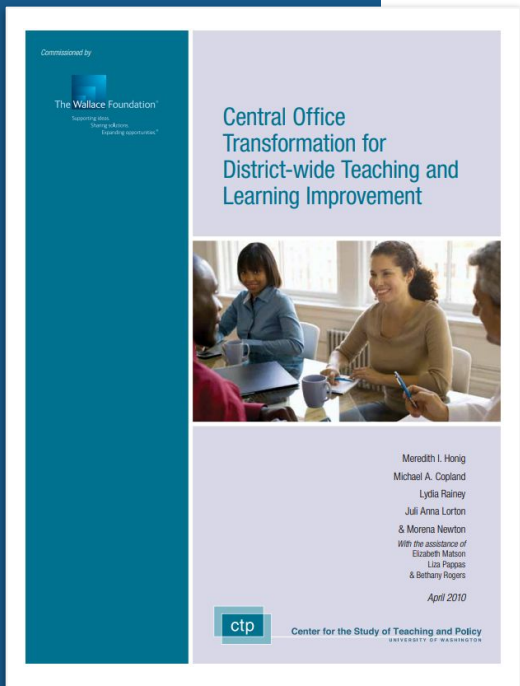
- **Read** the provided executive summary and selected excerpts.
- **Highlight** key ideas or points that stand out.

Step 2: Small Group Discussion (5 minutes)

- In your group, discuss the following questions:
 1. What are the key takeaways from the executive summary and excerpts?
 2. How do these takeaways inform potential policy revisions or updates needed to align with and support the goals of reorganization, including addressing equity, improving student outcomes, and enhancing support for schools?
 3. What clarifications or board policy revisions are needed to support central office transformation and ensure alignment with our district's strategic plan?

Step 3: Whole Group Sharing (5 minutes)

- One representative from each group **shares** the group's key insights.
- **Focus** on how the information aligns with the reorganization's commitments and drivers.





Questions?

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