

Implementing the FIEP Strategy Process with Fidelity

California ADR Conference
March 2019

David Carrales and Kathy Clayton, Consultants
Ed 21 Consulting Services LLC

Session Objectives

Knowledge Sharing....

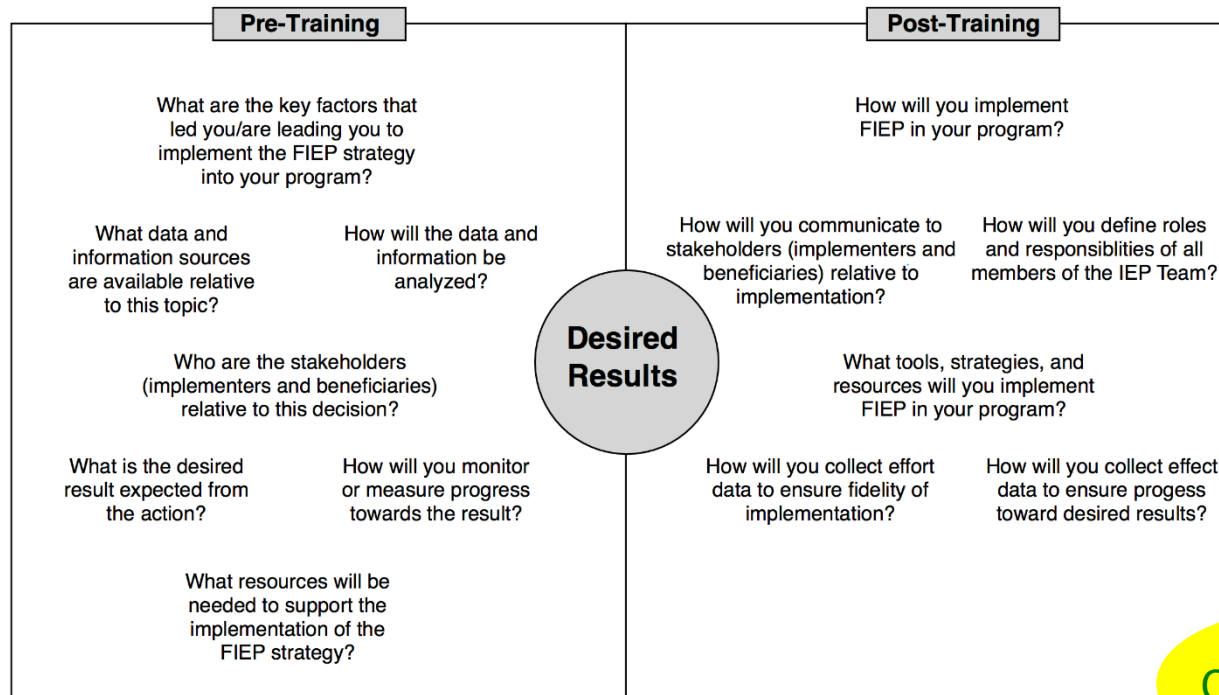
- Implementation of the FIEP process by design rather than chance to produce *Desired Results*;
- Effective Implementation Planning that leads to: *Consistency and Fidelity of Implementation*; and
- Considerations of Data Collection to measure Effort and Effect that leads to: *Achieving Desired Results*.

Outcomes....

- Consider implementing the FIEP process by design rather than chance to produce *Desired Results*;
- Consider the use of effective Implementation planning that leads to: *Consistency and Fidelity of Implementation*; and
- Consider the value of Data Collection to measure both effort and effect that leads to: *Achieving Desired Results*.

Resource

Implementation of the FIEP Process to Produce Desired Results



Contact Us!



Your Guide to FIEP Process Implementation

Kathy Clayton
kathy.clayton@ed21cs.com
512.619.3265

David Carrales
david.carrales@ed21cs.com
512.585.4079

A Facilitated Individualized Education Program (IEP)...

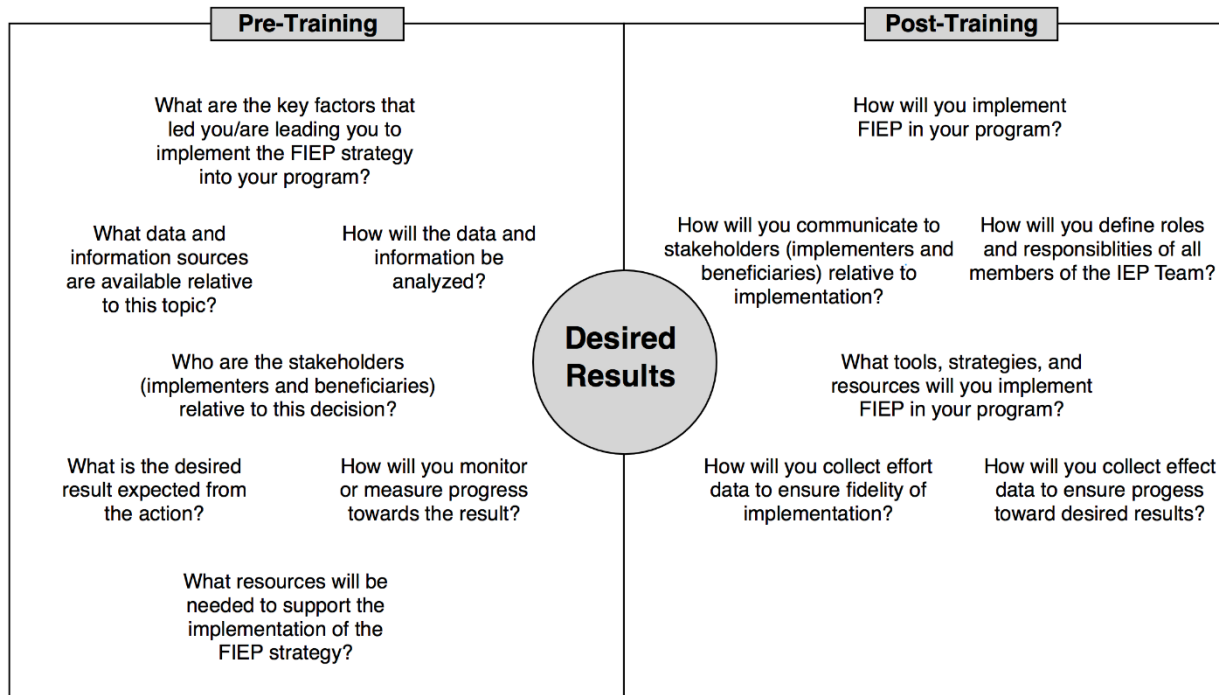
- Is developed by a collaborative team whose members share responsibility for the meeting process and results;
- Manages decision making through the use of facilitation skills.

This process of Facilitation for IEP meetings enables the team to:

- Build and improve strong relationships among IEP team members;
- Reach true consensus;
- Focus the IEP content and process on the needs of the student;
- Exercise an efficient, guided meeting process where effective communication and reflective listening are practiced.

Resource

Implementation of the FIEP Process to Produce Desired Results



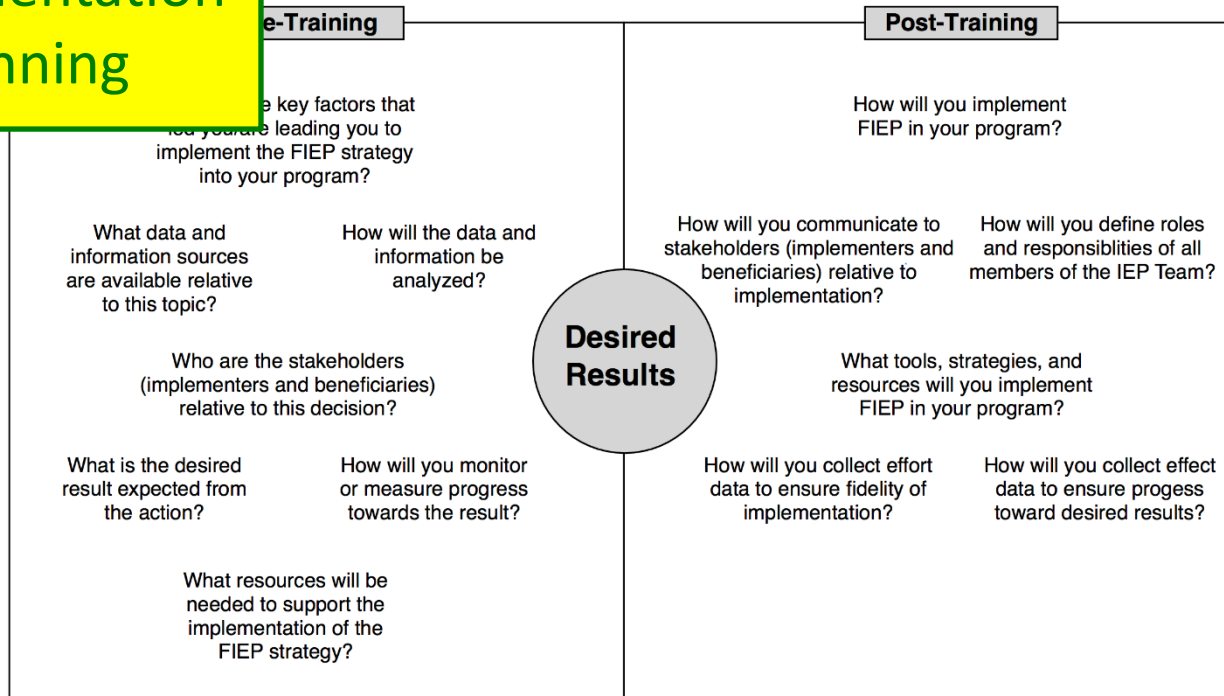
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Elements of Implementation Planning

Implementation of the FIEP Process to Produce Desired Results



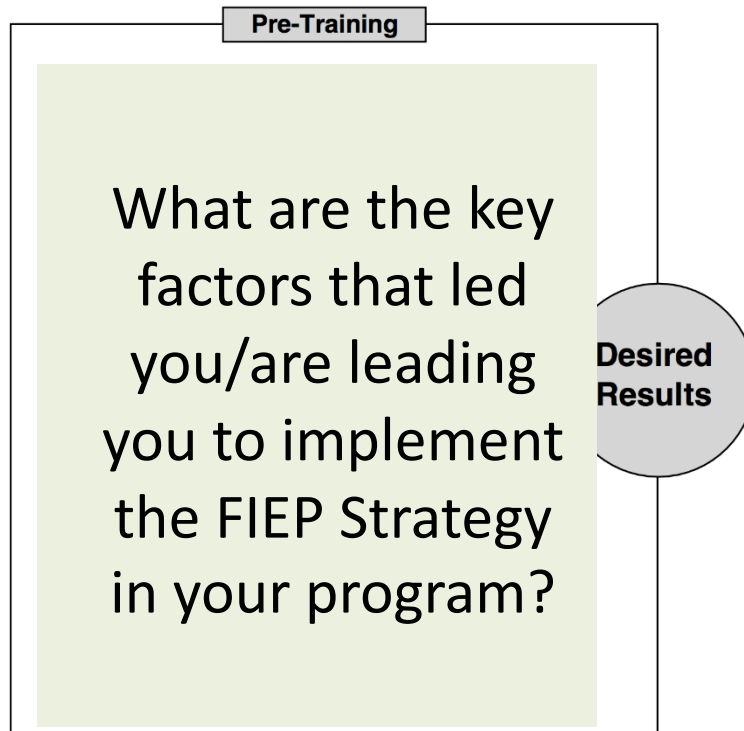
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Pre-Training

Implementation of the FIEP Process to Produce Desired Results



Considerations...

- Do you have a mandate or directive to implement?
- Do you have data that indicate a concern or need for improvement?
- Do you have an outside influencer leading you?

OR

- Do you think this is just a good thing to do for students?



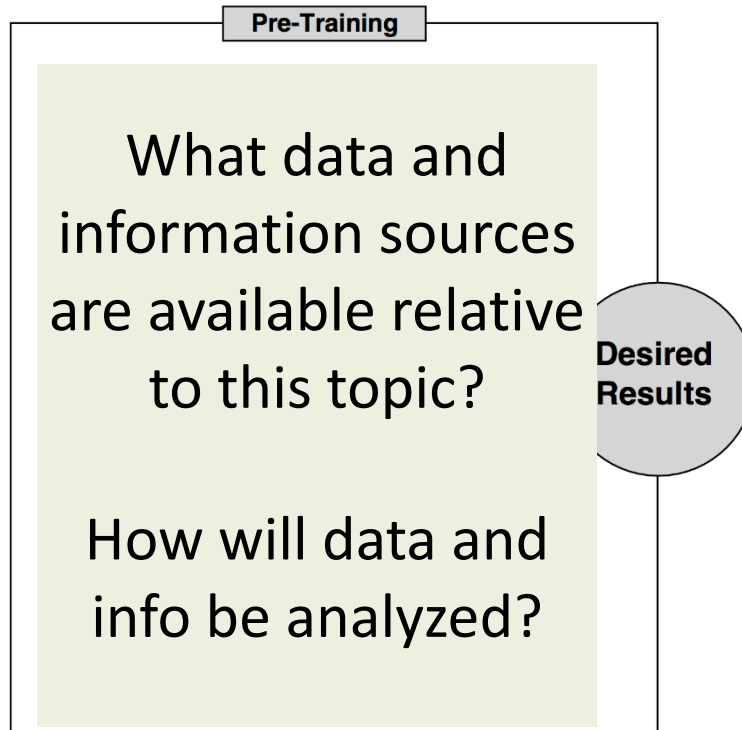
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Consideration...

Data Gathering:

- Qualitative Data
- Quantitative Data



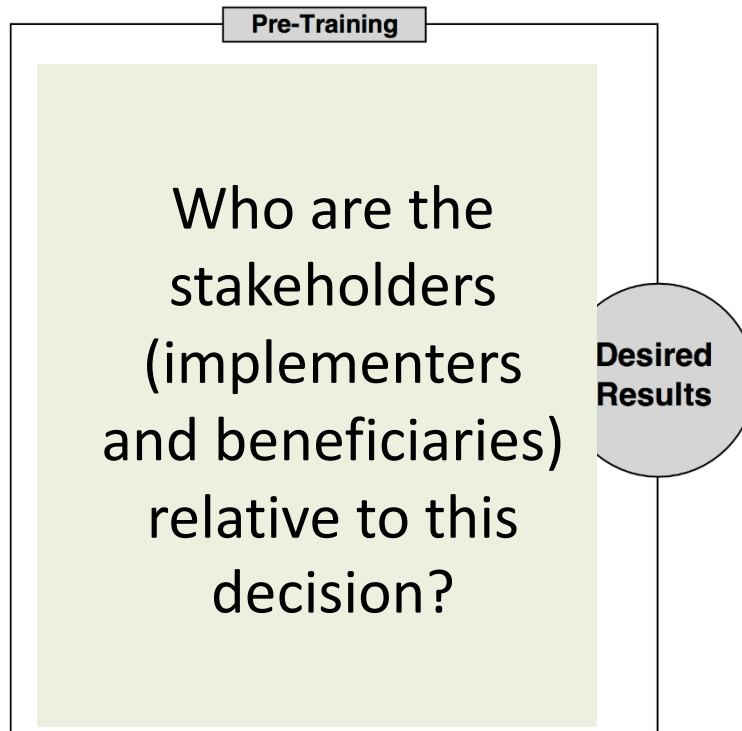
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Consideration...

- Who are the individuals involved and/or effected by this effort?



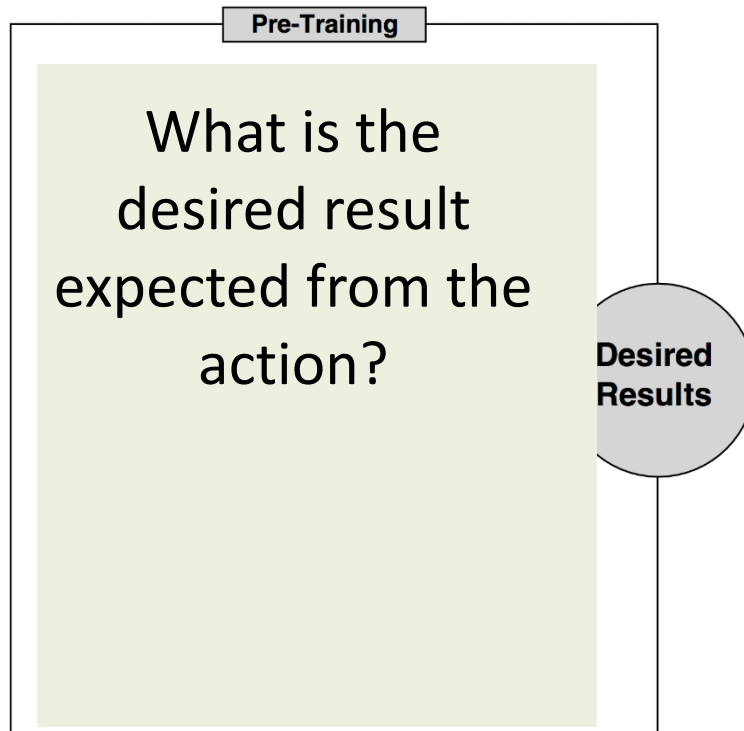
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Consideration...

Outcome vs. Result

Outcome = the way a thing turns out, a consequence

Result = state of being that is a benefit to the common good

So What?!



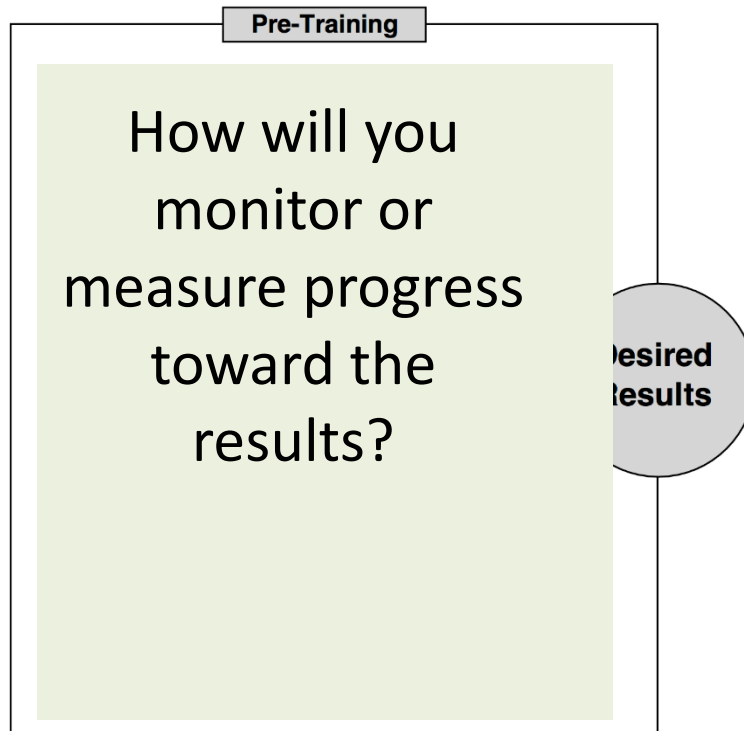
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Consideration...

Data Collection:

- Formative
- Summative



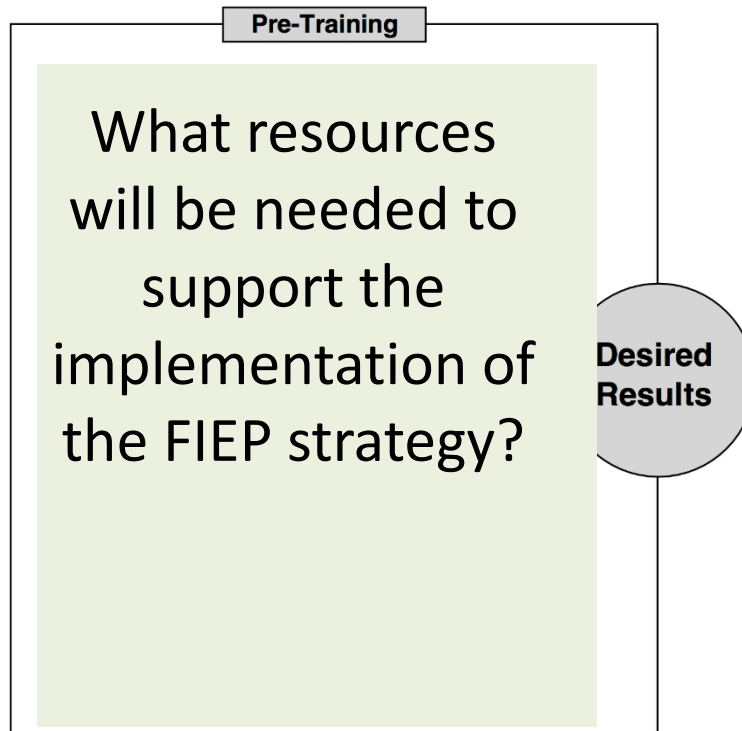
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Consideration...

- **What assistance, materials, approvals, etc. will it take to implement?**



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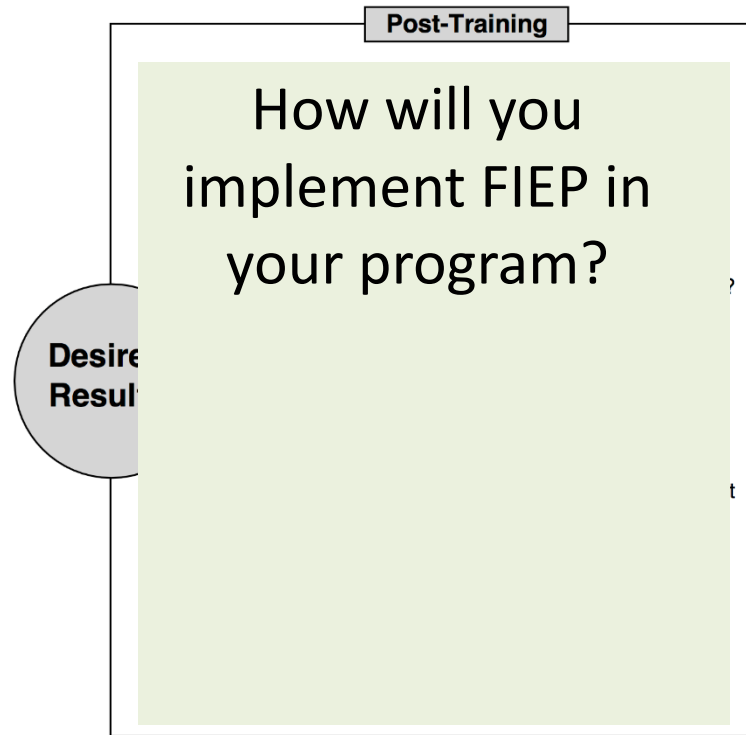
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Post-Training

Implementation of the FIEP Process to Produce Desired Results

Consideration...

- **What is this going to look like in your organization?**



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Post-Training

Restoring Focus on the Child: CADDIE's Seventh National Symposium

Implementation of the FIEP Process to Produce Desired Results

Post-Training

Consideration...

- How will you inform ALL stakeholders of your FIEP Story?

Desired Results

How will you communicate to stakeholders (implementers & beneficiaries) relative to implementation?



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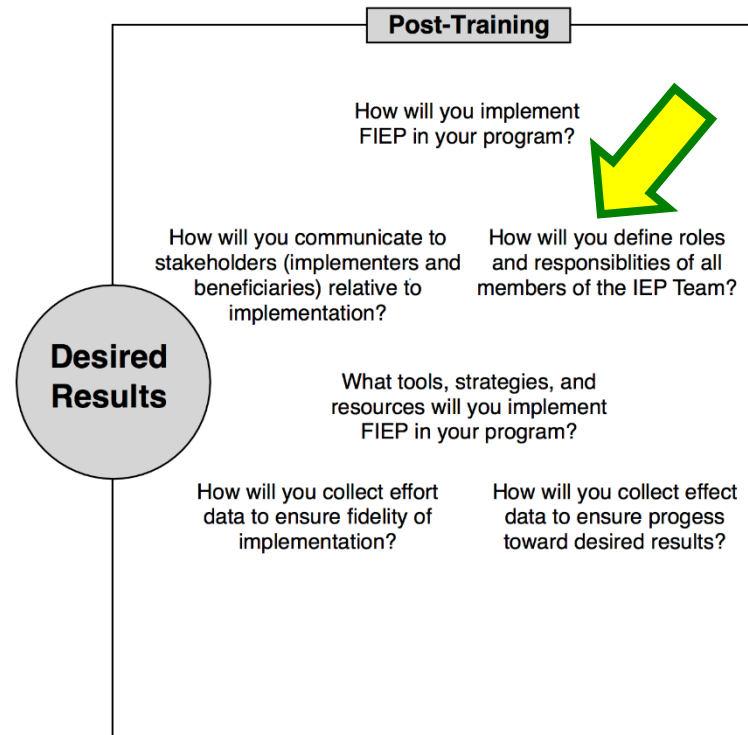


Post-Training

Implementation of the FIEP Process to Produce Desired Results

Consideration...

- Defining roles and responsibilities tempers expectations and builds accountability...allows the focus of the meeting to be on the child



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Post-Training

Implementation of the FIEP Process to Produce Desired Results

Consideration...

- How will you leverage the tools, strategies, and resources from the “backbone” to your successful FIEP implementation?

Desire
Result

Post-Training

What tools and strategies, and resources will you implement FIEP in your program?



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Post-Training

Implementation of the FIEP Process to Produce Desired Results

Consideration...

- Effort vs. Effect Data?

Post-Training

How will you collect effort to ensure fidelity of implementation?

How will you collect effect data to ensure progress toward desired results?

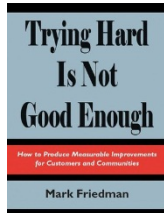
Desire
Result



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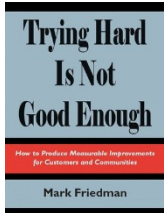
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Results Accountability 101

Effort and Effect

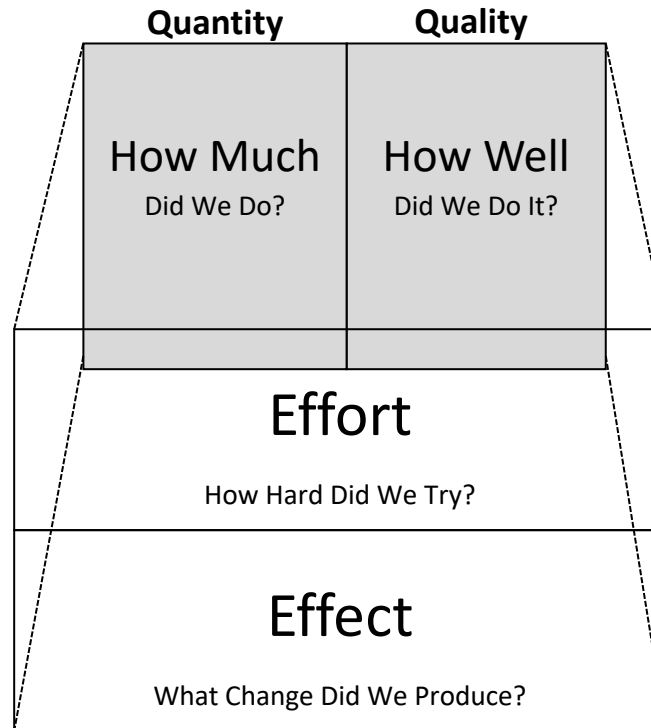
The distinction between effort and effect is simply the difference between how hard we tried and whether or not we made a difference in the lives of our customers.

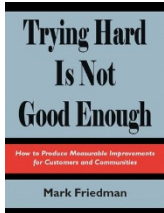


Results Accountability 101

All Performances Measures

Answer these two sets of questions





Results Accountability 101

All Performances Measures

Answer these two sets of questions

1. Quantity of Effort

How much service was provided?

2. Quantity of Effect

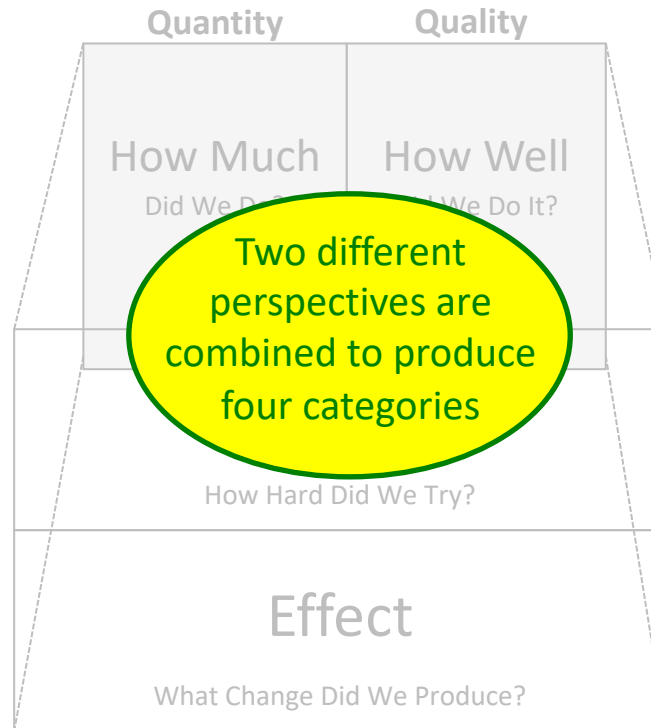
How many customers are better off?

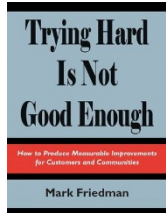
3. Quality of Effort

How well was the service provided?

4. Quality of Effect

What % of customers are better off and how are they better off?





Results Accountability 101

All Performances Measures

Answer these two sets of questions

1. Quantity of Effort

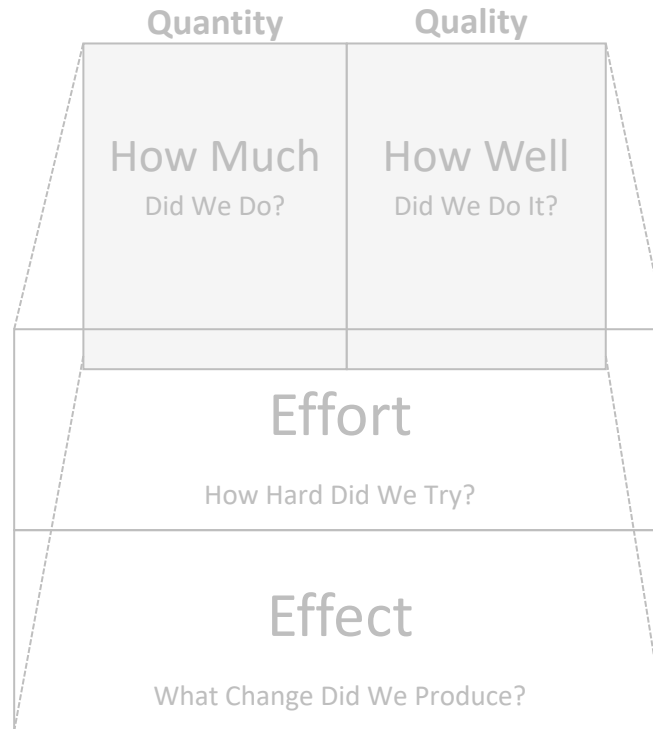
How much service was provided?

of IEP Meetings Facilitated

2. Quantity of Effect

How many customers are better off?

of Parents/Students who attended Facilitated IEP Meetings



3. Quality of Effort

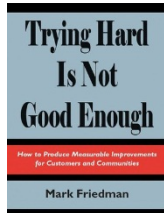
How well was the service provided?

% of IEP Tools and Strategies Used During IEP Meetings

4. Quality of Effect

What % of customers are better off and how are they better off?

% of IEP Team Members who felt like an active participant in the decision-making process



Results Accountability 101

All Performances Measures

Answer these two sets of questions

1. Quantity of Effort

How much service was provided?



1,392

2. Quantity of Effect

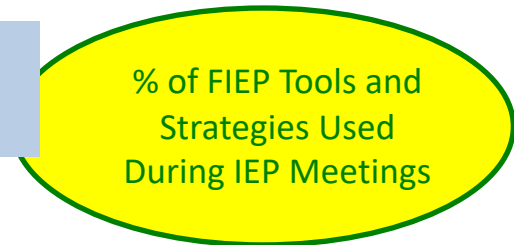
How many customers are better off?



882

3. Quality of Effort

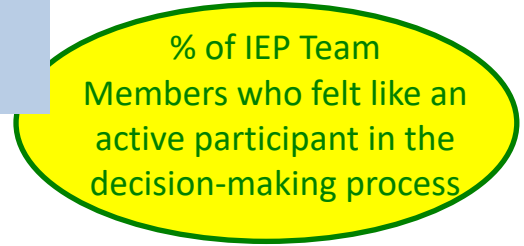
How well was the service provided?



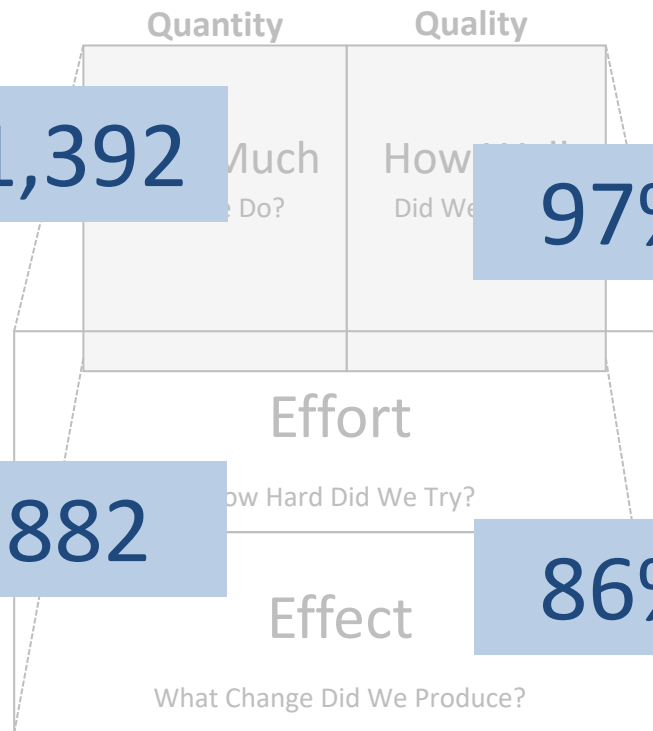
97%

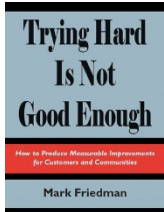
4. Quality of Effect

What % of customers are better off and how are they better off?



86%





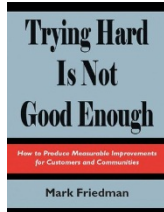
Results Accountability 101

Performances Measurement Categories

	Quantity	Quality
Effort	How much did we do?	How well did we do?
Effect	#	%

Is anyone better off?



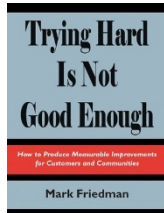


Results Accountability 101

	Quantity	Quality
Effort	How much did we do?	How well did we do?
Effect	#	%

Report Card

- 1,392 IEP Team Meetings Facilitated
- 882 Parents attended a Facilitated IEP Meeting
- An agenda was used 97% of the time during facilitated IEP meetings
- 86% of IEP Team Members felt like an active participant in the decision-making process



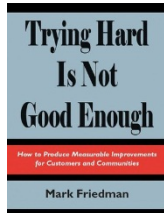
Results Accountability 101

Comments from IEP Facilitators....

“F-IEP helped parent follow the information and *group memory* helped reinforce team's discussion. F-IEP process helps greatly with initial IEPs with parent who do not have prior knowledge of IEP processes.”

“The Parent Partner reported this was the most well organized IEP she has ever attended.”

“Due to our facilitated IEP- the parent was very informed of the assessment and overall IEP agreement process. It went very smooth.”



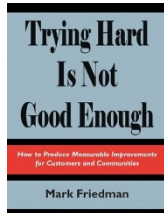
Results Accountability 101

Comments from IEP Facilitators....

“I was able to use the *Advantages and Disadvantages* to determine most appropriate placement out of the two proposed and it was very helpful.”

“The advocate voiced that she did not like that the concerns/challenges did not start with the parent.”

“The IEP was scheduled for 2 hours, and done within 30 min. FIEP helped organize the meeting.”



Results Accountability 101

Comments from IEP Team Members....

“The school staff was very helpful and I appreciate all the work they have done for my son.”

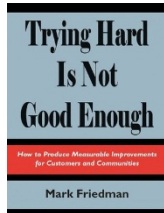
-Parent

“I like how we better address the concerns with collected data and then create goals.”

-Administrator

“We all work so well together to help our students.”

-General Ed Teacher



Results Accountability 101

Comments from IEP Team Members....

“Thank you for the dedicated men and women who were in our IEP meeting for our son. Very enlightening experience and glad they all took such an interest in our son. I'm deeply indebted to you.

Thanks to all of you. All my best to the staff.
Thank you, thank you, thank you.”

-Parent

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