

A Three-Prong Approach to Impact Change for Students and Systems

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2023 OSEP LEADERSHIP AND PROJECT DIRECTORS' CONFERENCE





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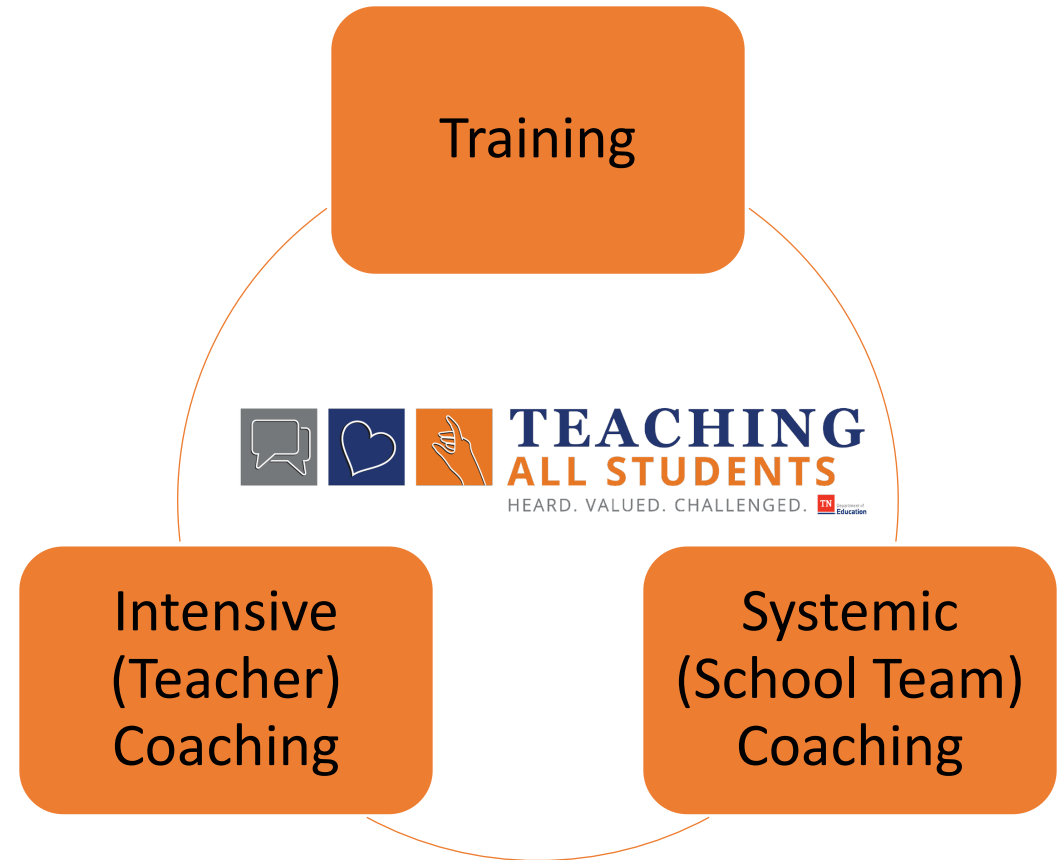
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Opening Activity



Three-Prong Approach

- Teaching All Students (TAS) is the Tennessee State Personnel Development Grant
- TAS uses a three-pronged approach to create change at the systemic and student level



Prong One: Training

Similar to the bag of Lego pieces being insufficient to successfully build a lego car, ...

...“sit-and-get” training is insufficient for sustained change.



Training



- TAS is a three-year commitment.
- There is a week-long training each summer.
- School teams are composed of a
 - school administrator
 - special education director
 - general education teacher
 - special education teacher



Prong Two: Systemic Coaching

Similar to how the picture on the Lego box provided a clear goal...

...systemic coaching supports schools in defining their vision and large-scale, school-wide goals and change.



Systemic Coaching



Systemic coaching is with the school team and additional staff as determined by their goals.

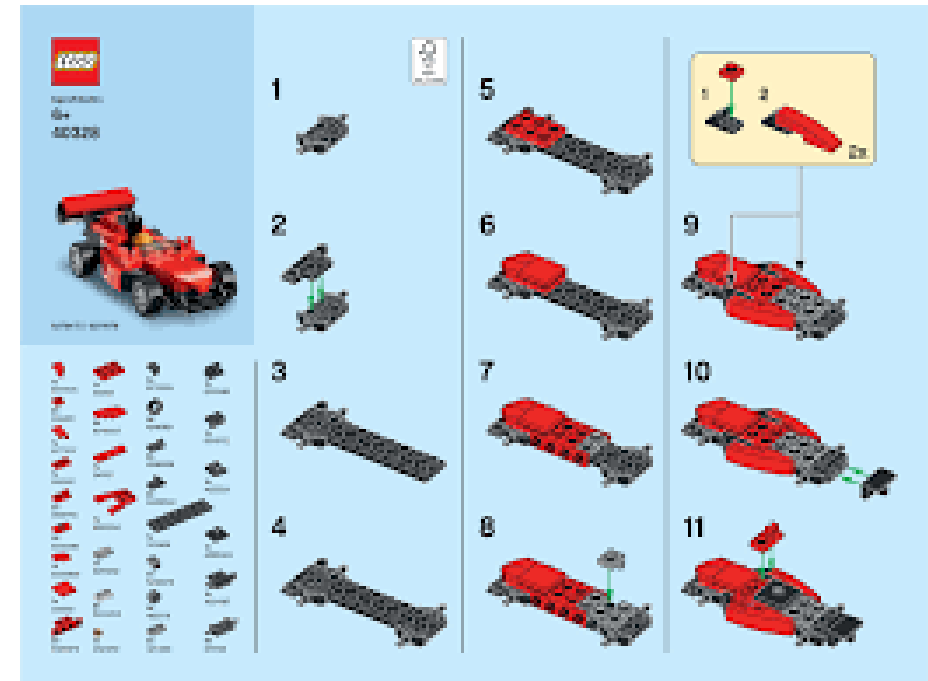
- Individualized based on the school action plan,
- grounded in Dr. BJ Fogg's work on developing habit, and
- occurs at least twice a year.



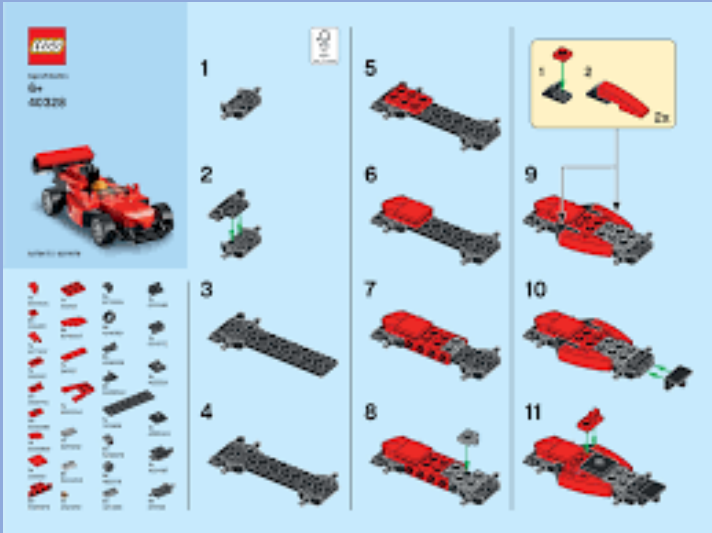
Prong Three: Intensive Coaching

Similar to how the Lego directions provided the logistical details to successfully build a the car, ...

...intensive coaching provides systematic supports to special education teacher to build their capacity in the provision of communication supports, intervention, and evaluation.



Intensive Coaching

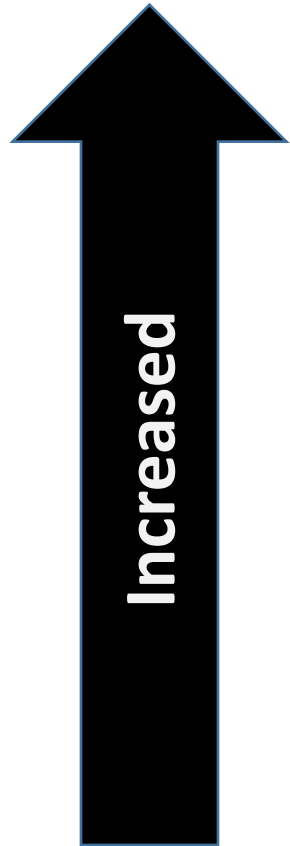


Intensive coaching is with the special education teacher to support communication access for a target student and build teacher capacity.

- Individualized coaching using GoReact technology,
- focuses on communication access barriers and opportunity barriers, and
- occurs at least four times a year.



Outcomes and Successes



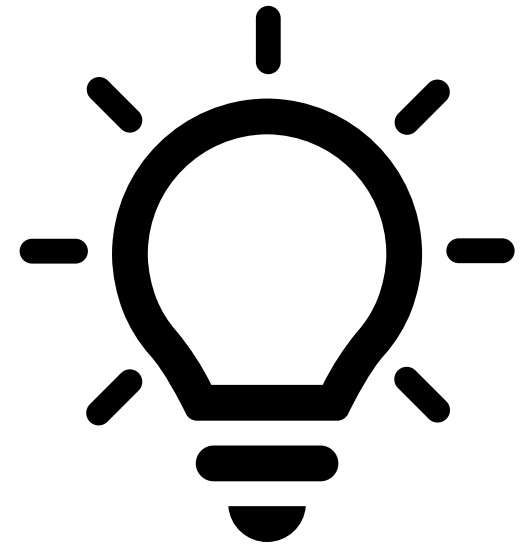
- Access to general education
- Graduation with a competitive diploma*
- Communication access and opportunities
- Teacher expertise teaching standards to students with complex needs
- Access to non-academic school events and activities
- Priority for a shared inclusive mindset
- Friendships and community engagement

**Tennessee has four diploma options. See [TN High School Policy 2.103](#) for more information.*



Keys to Success

- The three content developers met weekly for 2-3 hours.
- The logistics and project manager met every two weeks.
- The action plans are developed by the school team.
- The content of each year of training is complete, not requiring prior attendance, which allows for staff turnover.



Questions and/or Comments



Resource Spotlight

- Individuals with Disabilities Education Act (IDEA) website
 - Brings together IDEA information and resources from the Department and its grantees.
 - <https://sites.ed.gov/idea/>
- IDEAS That Work
 - For information from research to practice initiatives funded by OSEP that address the provisions of IDEA and ESSA. This website includes resources, links, and other important information relevant to OSEP's research to practice efforts.
 - <https://osepideasthatwork.org/>





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