



SPECIAL EDUCATION ADVISORY PANEL

IEP Facilitation Update

*Cheryl Thompson, Supervisor, Compliance
Karen Allan, Director, Compliance*

- SEAP as a Stakeholder/FIEP Advisory Committee
- History/Overview of FIEP Initiative Nationwide
- Facilitated IEP Meeting and Benefits Review
- Where We Were, Where We Are, Where We're Going and How We Get There



Stakeholders

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Stakeholder Involvement

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- Conference call with FIEP Advisory Committee, soliciting input
- Conference and face-to-face meetings with FIEP facilitators
- Feedback survey after FIEP to team members and facilitators
- Periodic status meetings with MO DESE Internal FIEP Committee
- Periodic update to MOCASE



IEP Facilitation Refresher

What is it? When is it used?

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- IEP Facilitation is the use of a neutral facilitator to assist with making the meeting more effective.
- IEP Facilitation is used when:
 - ✓ Conflicts or disagreements are likely to arise during the meeting
 - ✓ History of contentious relationship
 - ✓ Discussions tend to waiver from student-focus
 - ✓ Team member who typically facilitates needs to be able to focus on content rather than process



Benefits of IEP Facilitation

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- Highlights the student-focus of the meeting
- Allows all team members to focus on the content rather than the process of the student's IEP
- Builds and improves relationships in the team
- Provides a neutral set of eyes and ears
- Improves the capacity for resolving conflicts
- Offers a less stressful and costly resolution option
- Promotes consensus - different than agreement



FIEP How it worked during the pilot phase

FIEP How it will work when fully implemented

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Pilot

- Open to Farmington, Reeds Spring, Springfield, Jackson, Clark County, and North Kansas City Districts
- Formal request signed by district and parent/guardian sent to DESE
- Completed FIEPs at Farmington (4), Reeds Spring (4), Springfield (1), New Madrid (1)
- Three of four qualified and trained facilitators provided services
- Facilitators were funded with a professional services contract for the pilot phase to include training, travel and provision of four FIEPs

State-wide

- Open to any district/student in Missouri when district and parent/guardian agree
- Formal request signed by district and parent/guardian sent to DESE
- A potential of up to 25-30 facilitators will be selected and trained and, if qualified, utilized on a rotating basis at district/parent request
- Facilitators will be bid and be paid per FIEP (to include preparation and debrief time)



IEP Team Survey Questions

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- Q 1 – 7 demographics
- Q 8 – 14 satisfaction of process via Likert scale and yes/no responses
- Q 15 invitation to discuss program via phone
- Pilot survey

<https://www.surveymonkey.com/r/FIEPPProcess>



Missouri FIEP Pilot 10/15 – 5/16

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□ Feedback data from SurveyMonkey

Facilitation Outcome 84% full agreement 15% partial agreement (n=45)	FIEP reduced need for other processes 64% yes, 24% undecided, 5% no (n=45)
The focus of the meeting was kept on the student 95% Strongly agree or agree (n=45)	There was not pressure to reach an agreement 100% Strongly agree or agree (n=45)
All participants took part in the process 93% Strongly agree or agree (n=45)	Future disagreements will be more easily worked out 64% Strongly agree or agree, 13% strongly disagree or disagree (n=45)
Student now has an educational plan that meets their needs 91% Strongly agree or agree (n=45)	I would recommend FIEP to others 84% Strongly agree or agree (n=45)



Anecdotal Comments

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- “I wanted to send you a quick email thanking you for your participation in the IEP meeting. I didn’t know the student because he won’t be in my building until next year, but I feel like your involvement in the meeting **allowed it to move forward much more successfully than it would have had you not been there.**”
- “Facilitator was extremely knowledgeable and established a "best practice model" for how we should conduct IEP meetings from now on. We were able to debrief at the end of the meeting and create a plan for how we could go forward from here.”
- “We received really good feedback from the parent who was impressed with the meeting and commented that she wished all of her previous IEP meetings could've been like this.”
- “As a principal trying to improve our processes, the FIEP model helped me know how to prepare/plan for the future IEPs. Our students will benefit the process. I'm excited about where we're headed now, we will be so much better for the knowledge we've gained from all of you!!”



Input from FIEP Advisory Committee

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- The FIEP Advisory Committee expressed the desire to use 90 minutes as a targeted time for a Facilitated IEP. If consensus cannot be reached after 2 hours, a second meeting should be considered.
- A copy of the FIEP Team Member survey was provided in advance; no additions, changes, or deletions were suggested.
- On the topic of statewide implementation and facilitator location (regional versus statewide), the committee had no recommendations, but felt strongly that the pool of facilitators needed to be small enough to ensure the facilitator has opportunity to gain and use their skills on a consistent basis. They suggested starting with a small group and growing the pool based on usage of the program. The panel stressed the importance of having a small number of skilled facilitators as opposed to a large volume of facilitators not having the frequency to hone their skills.
- Marketing the program was discussed with the committee suggesting that a YouTube video be made available to show districts how a FIEP operates



Statewide vs Regional Facilitators

FIEP Advisory Committee Recommends Regional Model

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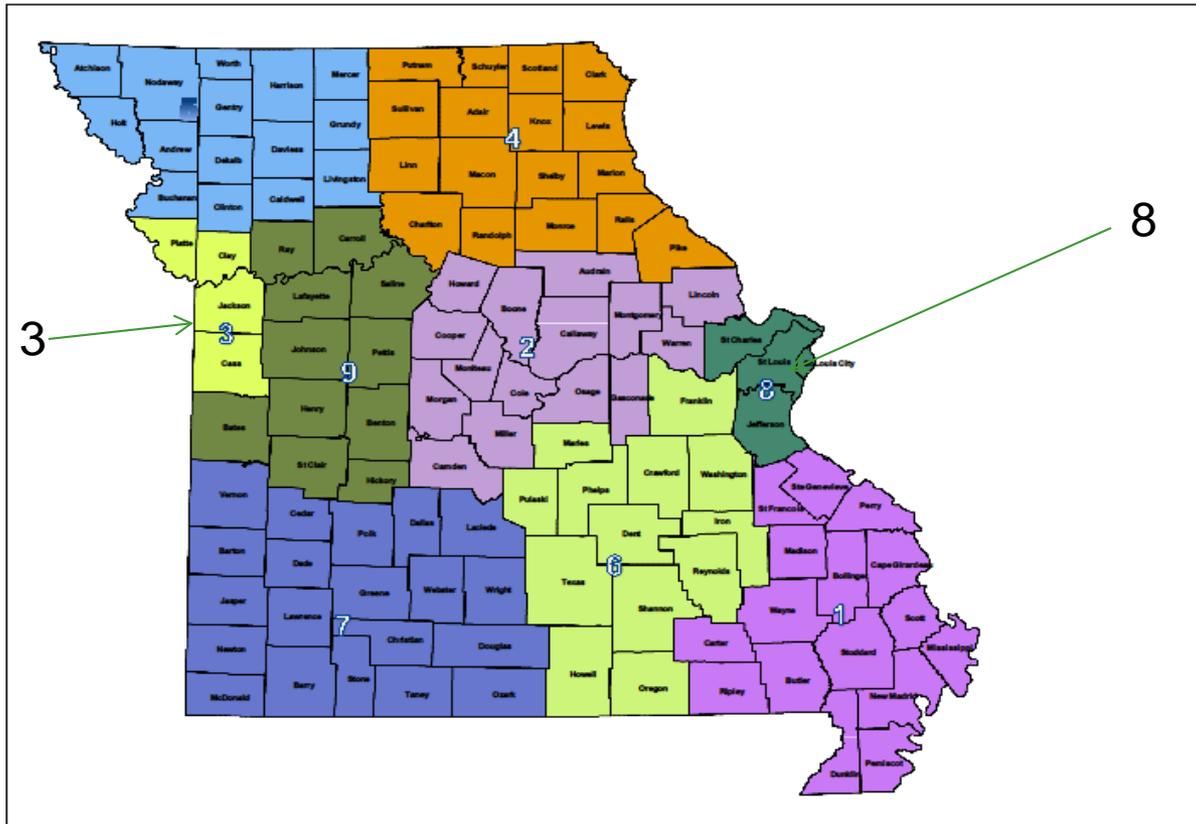
Statewide		Regional	
Pros	Cons	Pros	Cons
Consistent with mediation system	Potential for increased travel	Less travel	Contrasts with mediation system
Recruitment flexibility	Less chance of program promotion at local level	Program promotion	Recruitment barriers
Flexibility for assignments across the state	Contrasts with other initiatives	May impact future sustainability coverage in all areas	Differences in supply and demand across the state
Less chance of knowing parties involved			Increased potential for conflicts of interest and/or confidentiality



FIEP Regions Correlate to RPDC Regions

Facilitators Select Areas with Bid, Assigned Randomly

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Plan for a 3 facilitator pool assigned to areas 1,2,4,5,6,7 and 9 and a 5 facilitator pool for areas 3 and 8



Lessons Learned

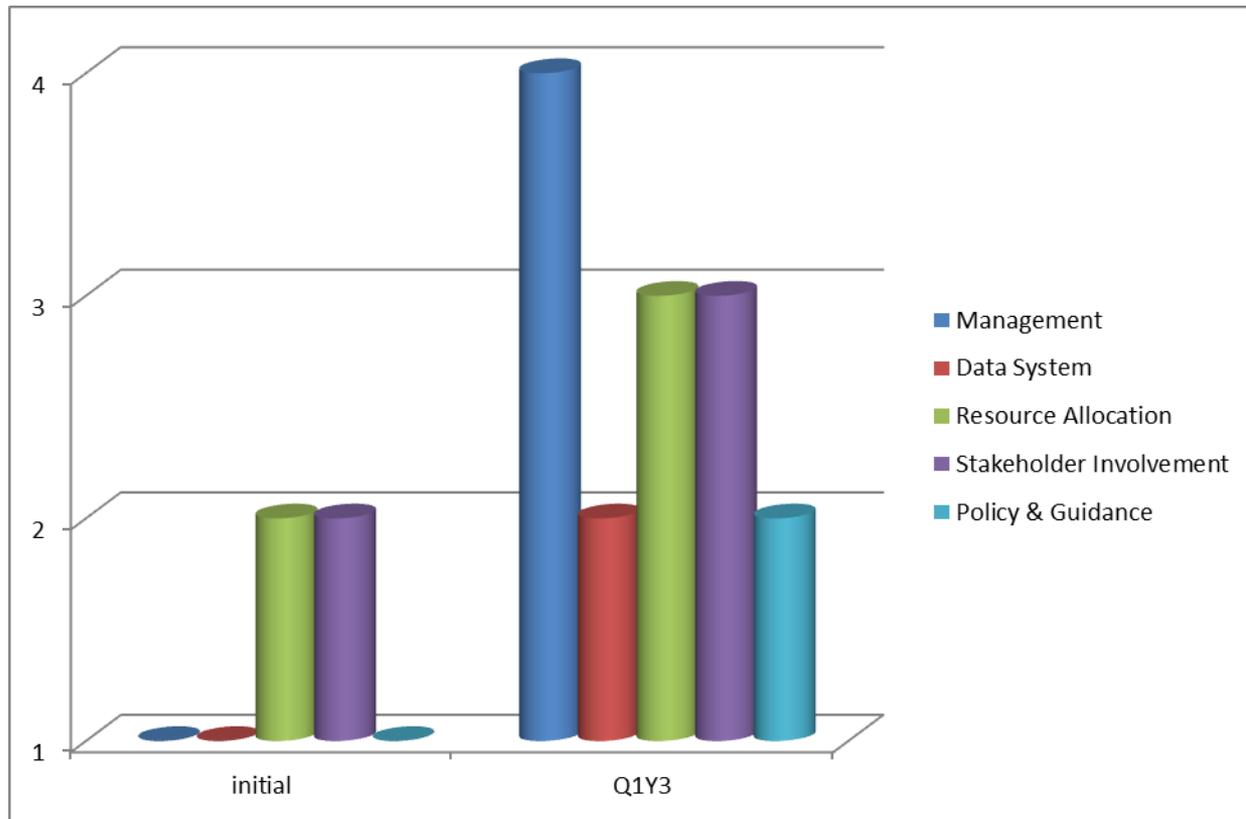
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- Train district personnel on what to expect at a Facilitated IEP:
 - Individual role
 - Time commitment
- Preparation time for facilitator is central to success
 - Identifying potential areas of concern
 - Beginning the relationship of trust
- Face to face promotion is significantly more effective
 - Present to any and all districts or groups wanting more information on FIEP



CADRE's Status Report Card for FIEP in Missouri Initial to Current (Quarter 1, Year 3)

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Facilitated IEP Timeline

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What we need to do

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- Promote FIEP process
 - Post bid for facilitators
- OA posted and advertised bid 5/27/16 - 4 newspapers and direct contact Rachel Shelley 573-751-4463 or rachel.shelley@dese.mo.gov
 - Selections by July 1
 - Conduct training July 26 – 28 with **Key2Ed**
 - Location confirmed Jefferson Building, Jefferson City
 - Get the word out about FIEP

MO CASE session

MPACT presentation

Web page development

SELS messages

YouTube video

web blast

DESE prerecorded webinar (Fall 2016)

Webinar and Live Question & Answer (Fall 2016)

Ongoing digital PD for facilitators from **Key2ED**



Key2Ed – Contracted Training Provider

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□ Why *Key2Ed*?

■ Training offered mirrors model and philosophy selected for Missouri's FIEP

- proposing rather than imposing group norms
- getting past the glorified parent/teacher conference
- supporting the team to stay in the “now” rather than the past
- keeping the student as the priority of the meeting
- defining consensus not as “thrilled and delighted” but “can live with, support, and implement”
- Providing opportunity to gain skills through practice
- recognizing the importance of the advance work done with the parents and district



SEAP Input

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- Selection of IEP facilitators
- Marketing the availability of Facilitated IEP meetings
- Preparing districts to understand the difference between a traditional IEP meeting and a facilitated IEP meeting
 - Time
 - More than a parent-teacher conference
- How and when to request facilitation for an IEP



Tell us what you think...

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- Feedback
- Questions???



Contact Us

dese.mo.gov

cheryl.thompson@dese.mo.gov

karen.allan@dese.mo.gov

573 751 0699