

MANAGEMENT PLAN

To implement and sustain system change for shared leadership, increased special education and general education collaboration with inclusionary practices, and staff development that will lead to an increase in student achievement in reading for students with disabilities in grades 4-8, the Arizona Department of Education will do the following:

Goal 1: The Arizona Department of Education will create online professional development modules, facilitation guides, additional resources, and pilot school experiences available for statewide use.

Goal 2: Three pilot district teams with pilot schools will complete professional development, implement systems changes, and create sustainability plans that will be replicated with their remaining district schools.

Goal 3: The Arizona Department of Education will establish a cadre of experts to facilitate professional development and technical assistance to districts statewide.

Goal 4: Pilot practitioners and the ADE/SPDG will establish a Community of Practice as a support system to continue their work in scaling up and sustaining improvement efforts.

Goal 1: The Arizona Department of Education will create online professional development modules, facilitation guides, additional resources, and pilot school experiences available for statewide use.

Activity	Partner Responsible	Time Needed	Milestones	Years				
				1	2	3	4	5
1.1 Introduction module.	ADE WestEd	1 month	Complete October 2015	X				
1.2 Demystifying Disabilities module.	ADE WestEd	1 month	Complete November 2015	X				
1.3 Leadership that Fosters Special and General Education Collaboration Infrastructure module – Part 1.	ADE WestEd	1 month	Complete December 2015	X				
1.4 Leadership that Fosters Special and General Education Collaboration Infrastructure module – Part 2.	ADE WestEd	1 month	Complete January 2016	X				
	ADE	1 month	Complete					

1.5 Special/General Education Collaboration with Effective Inclusionary Practices and Differentiated Instruction module.	WestEd		February 2016	X				
1.6 Assessment/Assessment Design module.	ADE WestEd	1 month	Complete March 2016	X				
1.7 Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 1.	ADE WestEd	1 month	Complete April 2016	X				
1.8 Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 2.	ADE WestEd	1 month	Complete May 2016	X				
1.9 Data-Driven Decision Making module.	ADE WestEd	1 month	Complete June 2016	X				
1.10 Infrastructure for Adolescent Literacy module.	ADE WestEd	1 month	Complete July 2016	X				
1.11 Effective Instructional Principles Embedded in Content module.	ADE WestEd	1 month	Complete August 2016	X				
1.12 Strategies for the five components of reading for grades 4-8 module.	ADE WestEd	1 month	Complete September 2016	X				

Goal 2: Three pilot district teams with pilot schools will complete professional development, implement systems changes, and create sustainability plans that will be replicated with their remaining district schools.

Activity	Partner Responsible	Time Needed	Milestones	Years				
				1	2	3	4	5
2.1 Districts with Focus Schools or EDISA training may apply for SPDG.	ADE ESS & SSI	N/A	March 2016	X				
	ADE ESS & SSI	1 month	April 2016	X				

2.2 Three districts are chosen to participate with SPDG.								
2.3 A needs assessment survey and a perception survey will be completed by each district.	ADE WestEd	1 month	May 2016	X				
2.4a District SPDG Coaches receive professional development on second order change.	ASU	1 day	July 2016	X				
2.4b ADE Cohort receives professional development on second order change.	ASU	1 day	July 2016	X				
2.5a Introduction module delivered to ADE Cohort.	ADE WestEd	½ day	August 2016	X				
2.5b Introduction module delivered to entire staff at each district.	ADE WestEd	½ day	August 2016	X				
2.5c DLTs meet with SPDG Team and receive training on ASU's District Alignment for Instructional Leadership Tool.	ADE ASU	1 day	September 2016	X				
2.5d DLTs meet with SPDG Team and ASU to debrief findings of completed District Alignment for Instructional Leadership Tool.	ADE ASU	½ day	October 2016		X			
2.6a Demystifying Disabilities module delivered to ADE Cohort.	WestEd	1 day	October 2016		X			
2.6b Demystifying Disabilities module delivered to DLTs followed by meeting with	WestEd	1 day	October 2016		X			

<p>2.8b Leadership that Fosters Special and General Education Collaboration Infrastructure module – Part 2 delivered to DLTs followed by meeting with the PDPs, District and ADE SPDG Cadre.</p>	WestEd	1 day	January 2017		X			
<p>2.8c Leadership that Fosters Special and General Education Collaboration Infrastructure module – Part 2 delivered to pilot schools’ staff followed by a meeting with the BLTs, PDPs, District and ADE SPDG Cadre.</p>	WestEd	1 day	February 2017		X			
<p>2.9a Special/General Education Collaboration with Effective Inclusionary Practices and Differentiated Instruction module delivered to ADE Cohort.</p>	WestEd	1 day	March 2017		X			
<p>2.9b Special/General Education Collaboration with Effective Inclusionary Practices and Differentiated Instruction module delivered to DLTs followed by meeting with the PDPs, District and ADE SPDG Cadre.</p>	WestEd	1 day	March 2017		X			
<p>2.9c Special/General Education Collaboration with Effective Inclusionary Practices and Differentiated Instruction module delivered to pilot schools’ staff followed by a meeting with the BLTs,</p>	WestEd	1 day	Late March/Early April 2017		X			

<p>2.11a Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 1 delivered to ADE Cohort.</p>	WestEd	1 day	October 2017			X		
<p>2.11b Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 1 delivered to DLTs followed by meeting with PDPs, District and ADE SPDG Cadre.</p>	WestEd	1 day	October 2017			X		
<p>2.11c Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 1 delivered to pilot schools’ staff followed by a meeting with the BLTs, PDPs, District and ADE SPDG Cadre.</p>	WestEd	1 day	October 2017			X		
<p>2.12a Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 2 delivered to ADE Cohort.</p>	WestEd	1 day	November 2017			X		
<p>2.12b Leadership that Fosters Special/General Education Collaboration with Effective Inclusionary Practices module – Part 2 delivered to DLTs followed by meeting with PDPs,</p>	WestEd	1 day	November 2017			X		

2.13c Data-Driven Decision Making module delivered to pilot schools' staff followed by a meeting with the BLTs, PDPs, District and ADE SPDG Cadre.	WestEd	1 day	August 2018			X		
2.14a Infrastructure for Adolescent Literacy module delivered to ADE Cohort.	WestEd Certified LETRS Trainers	1 day	October 2018				X	
2.14b Infrastructure for Adolescent Literacy module delivered to DLTs followed by meeting with PDPs, District and ADE SPDG Cadre.	WestEd ADE Certified LETRS Trainers	1 day	October 2018				X	
2.14c Infrastructure for Adolescent Literacy module delivered to pilot schools' staff followed by a meeting with the BLTs, PDPs, District and ADE SPDG Cadre.	WestEd Certified LETRS Trainers	1 day	October 2018				X	
2.15a Effective Instructional Principles Embedded in Content module delivered to ADE Cohort.	WestEd ADE Certified LETRS Trainers	1 day	November 2018				X	
2.15b Effective Instructional Principles Embedded in Content module delivered to DLTs followed by meeting with PDPs, District and ADE SPDG Cadre.	WestEd ADE Certified LETRS Trainers	1 day	November 2018				X	
2.15c Effective Instructional Principles Embedded in Content module delivered to pilot schools' staff followed by a meeting with the BLTs,	WestEd ADE Certified LETRS Trainers	1 day	November 2018				X	

PDPs, District and ADE SPDG Cadre.								
2.16a Strategies for the Five Components of Reading for Grades 4-8 module delivered to ADE Cohort.	WestEd ADE Certified LETRS Trainers	1 day	January 2019				X	
2.16b Strategies for the Five Components of Reading for Grades 4-8 module delivered to DLTs followed by meeting with PDPs, District and ADE SPDG Cadre.	WestEd ADE Certified LETRS Trainers	1 day	January 2019				X	
2.16c Strategies for the Five Components of Reading for Grades 4-8 module delivered to pilot schools' staff followed by a meeting with the BLTs, PDPs, District and ADE SPDG Cadre.	WestEd ADE Certified LETRS Trainers	1 day	January 2019				X	
2.13a-2.16c BLTs, PDPs, District Reading Specialists, Building Reading Specialists, and District SPDG Coaches will assist staff in implementation.	BLTs PDPs District SPDG Coaches ADE SPDG Cadre	4 months	February – May 2019				X	
2.13a-2.16c BLTs and PDPs will create an action plan for training new staff for the next school year with support from ADE SPDG Cadre.	BLTs PDPs ADE SPDG Cadre	1 day	May 2019				X	X
2.13a – 2.16c Pilot schools will continue implementation working towards sustainability with support from ADE SPDG Cadre.	ADE SPDG Cadre	Continuous	Ongoing from August 2016		X	X	X	X

2.13a-2.16 BLTs and PDPs will create a sustainability plan with support from ADE SPDG Cadre.	BLTs PDPs ADE SPDG Cadre	1 day	May 2019				X	X
2.17 LETRS training delivered to District Reading Specialists, Building Reading Specilaists, and pilot building K-3 teachers.	ADE Certified LETRS Trainers	6 days 6 days	June – August 2018 June – August 2019			X	X	

Goal 3: The Arizona Department of Education will establish a cadre of experts to facilitate professional development and technical assistance to districts statewide.

Activity	Partner Responsible	Time Needed	Milestones	Years				
				1	2	3	4	5
3.1 ADE Cadre members attend module trainings.	ADE	4 years	August 2016 – May 2019		X	X	X	X
3.2 ADE Cadre members support districts and pilot schools.	ADE	4 years	August 2016 – September 2019		X	X	X	X

Goal 4: Pilot practitioners and the ADE/SPDG will establish a Community of Practice as a support system to continue their work in scaling up and sustaining improvement efforts.

Activity	Partner Responsible	Time Needed	Milestones	Years				
				1	2	3	4	5
4.1 Build and maintain a Community of Practice.	Pilot districts and schools	Continuous	Ongoing from August 2016		X	X	X	X