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<p>Houston, the Action Plan developed on the last day of training.</p> <p>281.440.4280</p>	<p>visit either this spring or summer. Note: Training alone typically does not change practice but combined with onsite assistance the extent to which positive change occurs is significantly higher. (Rand Study)</p>	
<p>6. Provided the same training as described in #4 to all special education department staff and staff from Academics with an emphasis on their shared roles as coaches and technical assistance providers in the process.</p>	<p>125 instructional department staff trained to support the changes at the district and campus levels with an emphasis of shared responsibility, versus silos.</p>	<p>Completed</p>
<p>7. Conduct special education departmental working session of approximately 40 staff members to aggressively address specifics related to department improvement and assist in developing priority action steps. The first four meetings with senior department staff, supervisors and coordinators, are scheduled to be concluded in May, 2023.</p>		

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<p>8. Improving IEP development and implementation for increased student success</p> <p>A secondary purpose is to identify specific strategies to improve the quality of relationships between department staff and campus leadership and between department staff and parents. This is an ongoing effort. The results of these plans will be made public no later than Fall 2023 and will incorporate feedback and direction from principals and parents.</p>		
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<p>8. Responded to a salary study showing non-competitive salaries for LSSPs now offering \$20,000 as an incentive for signing an employment contract; the district has also increased LSSP salaries by more than 20%.</p>		Completed
<p>9. Invited representatives from the University of Texas and other colleges and universities producing individuals with credentials for evaluating students to design a model program for recruiting, onboarding, supporting and coaching evaluation personnel. Meeting scheduled for April.</p>	<p>Designed to reach higher levels of quality support for evaluation personnel, increase numbers of candidates</p>	

