FIEP Stakeholder Training

By Key2Ed

Speakers

Dr. Joyce Little

Vice President
jlittle@key2ed.com
(615) 478-2329

Douglas Little

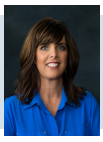
President
dlittle@key2ed.com
(615) 478-8709

Cassie Velasquez, M.Ed.

Senior Trainer
cassiev@key2ed.com
(602) 430-8482

Robin O'Shea, M.A.T.

Senior Trainer
robino@key2ed.com
(480) 209-3144



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OUTCOMES, AGENDA AND NORMS

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"Historically, humans have found meaning in work, family, community and shared faith. They have drawn upon collective resources to do what they could not do alone. United efforts - - raising a barn, shoring a levee, rescuing earthquakes victims, or singing a hymn - - have brought people together, created enduring bonds, and exemplified the possibilities of collective spirit."

Bolman and Deal, Leading with Soul: An Uncommon Journey of Sprit (p.6)

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What is IEP Facilitation?

- Definition:
  - Collaborative Team
  - Decision making managed through facilitation skills
- Purpose
  - Build Relationships
  - Reach Consensus
  - Focused on needs of the child
  - Effective Communication and Reflective Listening
- Advantages
  - Professional Interaction

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Consensus

- Definition:
  - General Agreement by the group
  - Middle ground
- Purpose
  - Ensure the team can live with, support and implement the proposals made
- Advantages
  - Shared understanding and shared responsibility

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Consensus

- Outcomes A
- Agenda A
- Norms A

Content vs. Process

Present levels
Goals and Objectives
Assessment Information

Make Proposals
Check for Understanding
Check for Agreement

FIEP Demonstration Video

Go Slow to go fast.

SETTING UP FOR SUCCESS

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Functions and Roles

- Function of the IEP:
  - The work that we get done
- Facilitator's Role:
  - Guide the meeting PROCESS forward
- Stakeholder's Role:
  - Active Participation

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What's Your Role?

- Administrator
- General Education
- Special Education
- Occupational Therapist
- School Social Worker
- School Psychologist
- Speech Pathologist
- LEA Representative
- Physical Therapist
- Counselor
- Adaptive PE Teacher
- Nurse

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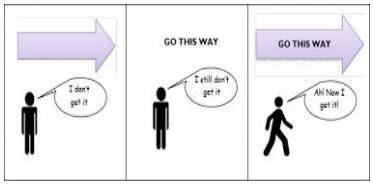
Key Elements for Stakeholders

- Strengths and Challenges
- Proposals for goals and objectives
- Proposals for Services

Visuals

Outcomes Agenda Norms

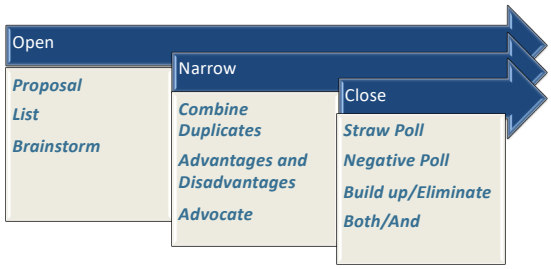


PARTICIPATING IN THE MEETING

How to be a Supportive Stakeholder

- Process suggestions
- Ask questions
- Share your expertise

Stages of a Discussion



Building Agreement

Listen as an Ally

	As an Adversary	As an Ally
Purpose	To defend, resist	To understand, support
Key Attitude	It's me versus you.	It's me and you.
Strategy	• Dominate the debate	• Be curious • Show empathy
Behaviors	• Arguing • Interrupting • Debating	• Paraphrasing • Asking questions
Impact	• Distrust • Resentment	• Trust • Appreciation

Listen as An Ally

- Bracket
- Reflect
- Paraphrase
- Perception Check
- Open-Ended Questions
- Body Language

Interventions

- Boomerang
- Ask/Say What's Going On
- Anger Mountain ⇒ Neutralize Language

FOLLOW-THROUGH

Tools

- Parking lot
- Action plan
- Debrief

Questions and Debrief

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