

Special Education Leadership Webinar Series

Begins May 11, 2021 - 3:00-5:00 CST



W. Edward Deming stated “Every system is perfectly designed to get the results it gets.” To get different results, systems must organize and execute differently. Often, very differently. Special education programs (SEP) nest within the larger educational programs of schools and districts, and even within state and federal education systems. SEPs interact and are positively, and in cases, negatively impacted in these larger systems. As Deming stated, SEPs are “perfectly organized to get the results they get.” That is, every SEP is perfectly organized to get the student learning result it gets...not better, not worse, but perfectly designed to get the very learning result it gets. The layers of an SEP can be peeled back, layer by layer to better understand why it behaves as it does. To better understand why it produces the learning result it produces.

A systems performance analysis is a process used to peel back the layers of a system to better understand it. Once understood, it can be systemically, and intentionally altered to produce the result it collectively desires, and in place of the result it currently gets. This analysis peels back layers at the organizational level, the process level and the job or performer level. It reveals “what currently is,” in an organization, and also, “what currently could/should be” for it to achieve its mission, and vision, and within the constraints of its values.

This multi-session leadership webinar will be experiential in nature. As a leader, you will be invited into a context where you will analyze, or tease apart your SEP system...peeling its layers back one at a time, and with the intent of knowing how to organize it differently to achieve the learning result for your SWDs you have aspired to, but have never been able to achieve. Do not miss this opportunity, to engage in this extended, and meaningful work.

Month	Event	Follow-Up Work	New Work
May 11, 2021	Leadership Webinar	N/A	Organization Level Analysis
June 14, 2021 (tentative)	Leadership Retreat	Complete Organization Level Analysis + Share Findings with Other LEAs	Start Process Level Analysis
July 13, 2021 (tentative)	Leadership Retreat	Complete Process Level Analysis + Share Findings with Other LEAs	Start Job-Performer Level Analysis
August 2021	Leadership Retreat	Complete Job-Performer Level Analysis + Share Findings with Other LEAs	Develop Systems Re-Engineering Implementation Plan
Ongoing	Facilitated Semi-Structured Virtual LEA Community of Practice	LEAs Support LEAs in Extended System Level Implementations	N/A



Registration for the May 11 Leadership Webinar can be found [here](#).

