

# 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

# Systems Performance Engineering

## WHAT IS IT?

System performance engineering (SPE) consists of a series of activities to assess how well a learning organization (school, district, state department) is performing in terms of the result it strives to achieve (i.e., student learning). SPE identifies the organizational performance as it currently is (current student learning), where it needs to be (desired student learning), and then identifies performance gaps requiring systems re-engineering to enhance organizational performance. Richard Deming stated “Systems are perfectly organized to achieve the results they get.” A learning organization that is striving to achieve a result it is consistently not attaining (specified level of student learning), is as Deming stated, “perfectly designed to achieve the learning result it is currently getting.” To achieve the learning result the learning organization is striving to achieve, the learning system has to be carefully assessed, and then strategically re-engineered to attain the learning result the organization aspires to. The blueprint that drives this system re-engineering is derived from a system performance engineering assessment. Effectively implemented, an effective system re-engineering blueprint will narrow the gap between current performance and desired performance.

System performance engineering takes time, effort and passion. A learning organization should only engage in SPE if there is a significant motivating tension between their learning organizations current performance (student learning) and their aspirations for a far higher level of performance. If your organization has a passion for far higher levels of performance, SPE and systems coaching is a highly effective method for achieving the results you seek.

## WHY WOULD YOU DO IT?

## HOW DO YOU DO IT?

SPE generally occurs between a learning organization and a learning system coaching organization. Using a variety of assessment methods, you will systematically peel back the layers of your learning organization to better understand its goals, the processes being used to achieve its goals and the supports and preparations of the staff to achieve the goals.

More granular work is done at the organizational level, process and performer/job levels of your organization in terms of goals, design and management to understand how your organization operates and ways it needs to operate to achieve desired student learning results.

Engage a learning system coaching organization. They will be key in seeing your organization with fresh eyes, and also assist you in assessing and re-engineering your organization so it produces far higher levels of performance.

## HOW DO I GET STARTED?