



---

## Cohort Two Informational Session

---

# Agenda + Logistics

- I. What is SPED Fellow?
- II. Why SPED Fellow?
- III. SPED Fellow Design
- IV. Cycle of Learning and Commitment
- V. SPED Fellow Application
- VI. Question and Answer

## Logistics

If you are experiencing audio difficulties, please make sure that your speakers are on and that your volume is at a suitable level.

**Dial in by phone:** 312 626 6799  
**Meeting ID (9 am):** 966 4739 7927  
**Meeting ID (2:30 pm):** 985 3018 9800



What is SPED Fellow?

# What is SPED Fellow?

---

[SPED Fellow Academy](#) is a year long, comprehensive development program for novice special education leaders (administrators) across the state. The program is designed to increase the influence of novice SPED Leaders within the field, reduce attrition, and close educational gaps for students with disabilities.

The second cohort of SPED Fellow will run in the 2021-2022 school year.



Why SPED Fellow?

# Believe to Achieve

**PRIORITIES**

These priorities will direct our efforts as we work towards achieving our critical goals. Each priority outlines focus areas for the Department's key actions and initiatives.

**Ensure every student is on track to a professional career, college degree, or service.**

**FOCUS AREAS**

- ACT scores
- Associate's degrees
- Cohort tracking
- Community Service Diploma Endorsement
- Credentials
- Dual enrollment
- FAFSA completion
- High-demand apprenticeships
- Individualized Graduation Plans

**Remove barriers and create equitable, inclusive learning experiences for all children.**

**FOCUS AREAS**

- Access to high-quality early childhood education
- Mental and behavioral health, social emotional learning, and trauma-informed care
- Proven, evidence-based strategies for diverse learners
- School choice for students and families
- Supports and services for English Learners

**Provide the highest quality teaching and learning environment.**

**FOCUS AREAS**

- 1:1 device to student ratio
- Academic standards
- Accelerated learning recovery
- Aligned instructional materials and resources
- Arts and humanities
- Assessments to inform instruction
- Comprehensive, equitable accountability system
- Healthy child development and play
- Literacy
- STEM

**Develop and retain a diverse, highly effective educator workforce.**

**FOCUS AREAS**

- Aspirant leader development
- Elevate teacher voice
- Improve educator compensation
- Intentional partnerships with teacher preparation providers
- Job-embedded collaboration and professional development
- New teacher induction
- Observation, feedback, and coaching cycles
- Pre-educator pathways
- School-based Instructional Leadership Teams
- Teacher Leader opportunities

**Cultivate high-impact systems, structures, and partnerships**

**FOCUS AREAS**

- Communication and guidance for family engagement and support
- COVID-19 guidance and support
- Differentiated and targeted school improvement assistance
- Early Childhood Ready Start Networks
- Establish Insight Groups
- Equity guidance, tools, and resources
- Highlight "Models of Excellence"
- Priorities-based pandemic relief funding management and support
- Strategic planning, resource allocation, and alignment to critical goals
- Universal connectivity for all students



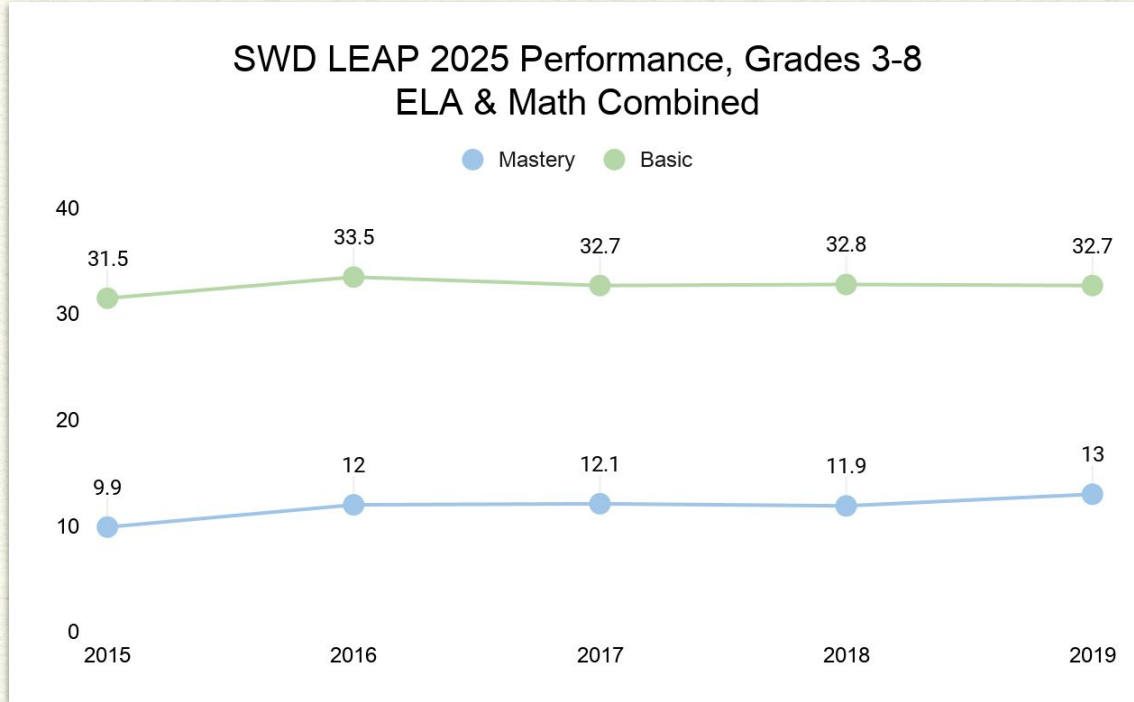
**Believes**

## Remove barriers and create equitable, inclusive learning experiences for all children.

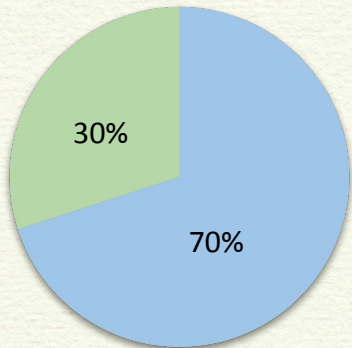
### FOCUS AREAS

- Access to high-quality early childhood education
- Mental and behavioral health, social emotional learning, and trauma-informed care
- Proven, evidence-based strategies for diverse learners
- School choice for students and families
- Supports and services for English Learners

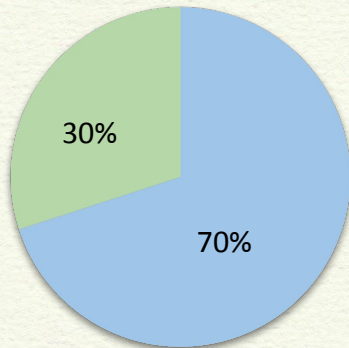
# Why SPED Fellow?



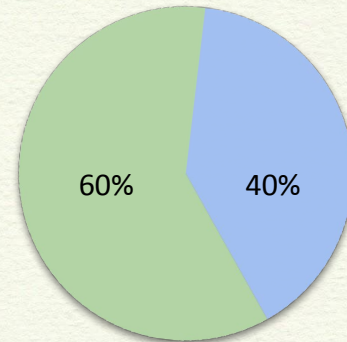
# Why SPED Fellow?



Over **30%** of SPED Leaders hold less than 3 years of experience.



Over **30%** of SPED Leaders plan to retire or change careers in 3-5 years.



Over **60%** of SPED Leaders expressed need for more training.





# SPED Fellow Design

# Key Components of SPED Fellow

---

SPED Fellow Academy is designed to increase the influence of novice SPED leaders within the education field, reduce attrition, and close educational gaps for students with disabilities.

This is done by providing development for fellows in 3 key areas:

- Sequence of Study
- Mentor-coaching
- Executive Learning Project (ELP)

# Sequence of Study

## Learning Topics

<ul style="list-style-type: none"><li>● Equity and Cultural Responsiveness</li></ul>	<ul style="list-style-type: none"><li>● Aligning Budgets and Spending Towards Priorities</li></ul>
<ul style="list-style-type: none"><li>● Identifying, Engaging, and Leading Key Stakeholders</li></ul>	<ul style="list-style-type: none"><li>● Leadership for Developing and Sustaining Teams with Rigorous Focus on Improving Student Outcomes</li></ul>
<ul style="list-style-type: none"><li>● Cultivating a Student Centered Vision of Teaching and Learning Aligned to Louisiana's Academic Strategy</li></ul>	<ul style="list-style-type: none"><li>● Leadership for Creating and Implementing Long-Term Change</li></ul>
<ul style="list-style-type: none"><li>● Creating Compliant Systems for Student Success</li></ul>	<ul style="list-style-type: none"><li>● Leading and Sustaining Change After the Fellowship</li></ul>
<ul style="list-style-type: none"><li>● Leveraging Data to Empower Change in Schools and Programs</li></ul>	<ul style="list-style-type: none"><li>● Leadership Synthesis and Final Colloquium</li></ul>

# Mentor-Coaches

---

Mentor-coaches are experts in the field of special education who are deeply invested in fellow professional growth. Mentor-coaches will help to support fellow professional growth by

- providing as needed check-ins,
- delivering targeted resources and support based on development,
- providing expert guidance, feedback, and ongoing review of Executive Learning Projects,
- providing guidance and support in problem solving challenges and
- facilitating self-reflection and growth.

# Executive Learning Project

---

The Executive Learning Project is a year long project which includes 3 core components:

- Problem of practice: a problem fellows have identified as a key lever for improving outcomes for students with disabilities within their district.
- Theory of Action: a framework developed to address the problem of practice.
- Project Plan: a detailed plan developed to implement their theory of action.



# Cycle of Learning and Commitment

# Cycle of Learning

Each month fellows engage in a cycle of learning that includes three key elements that ensure knowledge and skills are gained and applied:

- Pre-Session learning
- Session learning
- Post-Session learning

# Fellow Commitment

---

SPED Fellow is a yearlong development program which includes:

- 10 full day in person sessions,
- 5 virtual sessions,
- Regular coaching check-ins with a mentor-coach, and
- Completion of all pre and post session learning.



The image features a title card with a light green background. At the top, there is a horizontal band of light purple with a fine dotted pattern. A thick, teal-colored line separates this band from the main light green area. Another thick, teal-colored line is positioned near the bottom, separating the main light green area from a bottom band of light green with a fine dotted pattern. The text "SPED Fellow Application" is centered in the middle of the light green area in a dark grey, sans-serif font.

# SPED Fellow Application

# Qualification

---

The qualifications for SPED Fellows include the following:

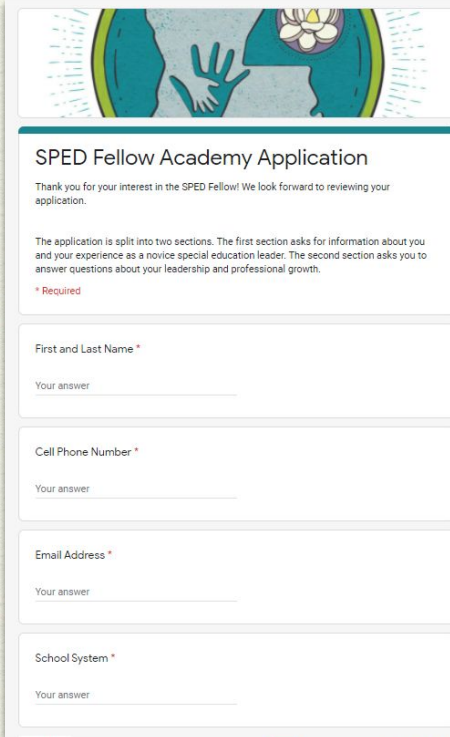
- Full time administrator
- Novice SPED Leader (3 years or fewer in role)
- SPED Leader committed to elevating their leadership in their school system
- SPED Leader committed to growth and development

# Application

The [application](#) for cohort two of SPED Fellow Academy will be open from **Monday, April 12** to **Friday, May 14**.

Interviews will be held in the first week of June.

Applicants will be notified of their acceptance to cohort two of SPED Fellow Academy by late June.



The image shows a screenshot of an online application form for the SPED Fellow Academy. At the top, there is a decorative banner with a colorful illustration of two hands reaching towards each other, one holding a flower. Below the banner, the title "SPED Fellow Academy Application" is displayed. A thank-you message follows, stating, "Thank you for your interest in the SPED Fellow! We look forward to reviewing your application." Below this, a paragraph explains that the application is split into two sections: the first asks for information about the applicant and their experience as a novice special education leader, and the second asks about leadership and professional growth. A red asterisk indicates that certain fields are required. The form contains four input fields, each with a label and a "Your answer" placeholder: "First and Last Name \*", "Cell Phone Number \*", "Email Address \*", and "School System \*".

**SPED Fellow Academy Application**

Thank you for your interest in the SPED Fellow! We look forward to reviewing your application.

The application is split into two sections. The first section asks for information about you and your experience as a novice special education leader. The second section asks you to answer questions about your leadership and professional growth.

\* Required

First and Last Name \*

Your answer \_\_\_\_\_

Cell Phone Number \*

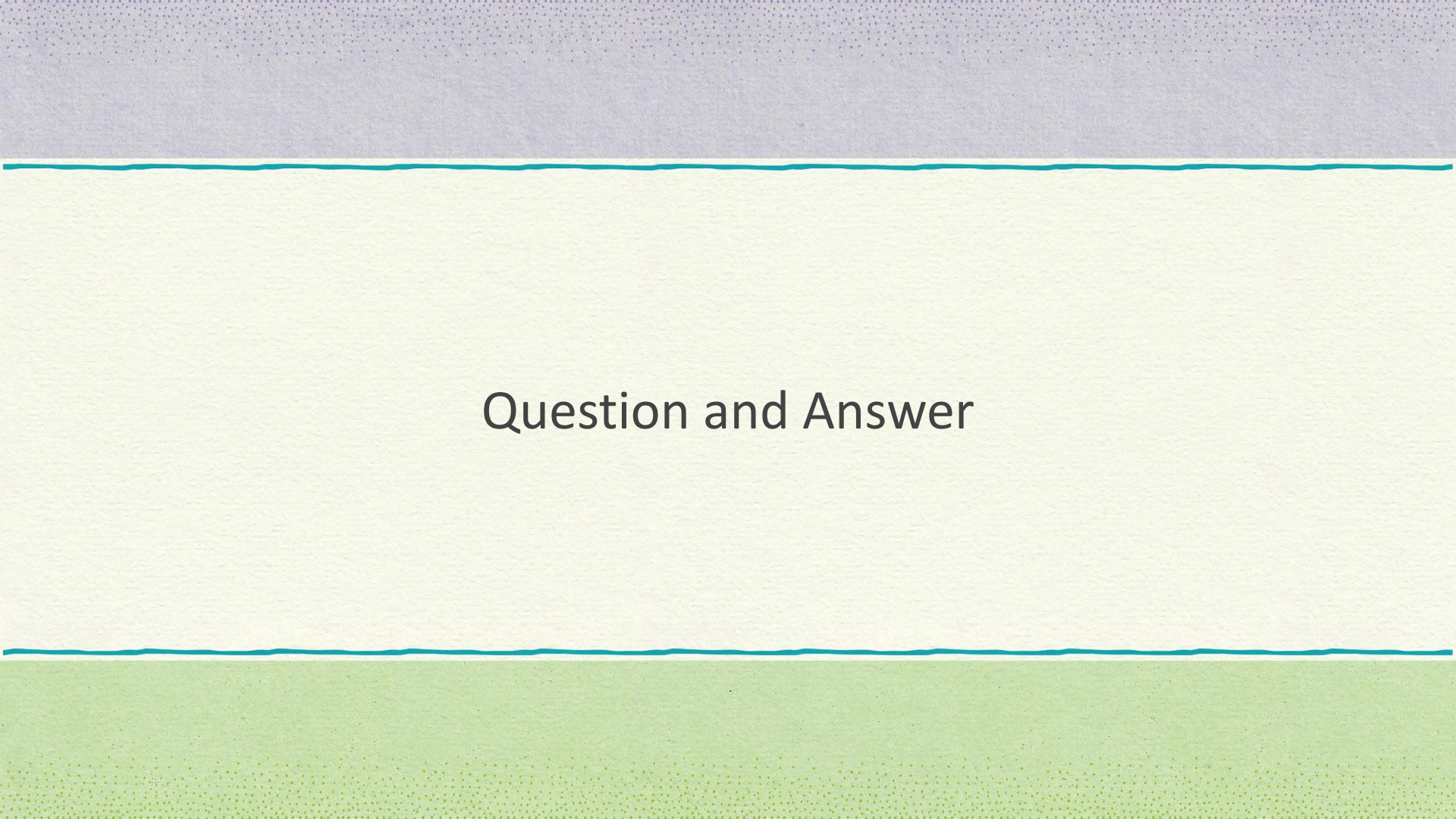
Your answer \_\_\_\_\_

Email Address \*

Your answer \_\_\_\_\_

School System \*

Your answer \_\_\_\_\_



# Question and Answer