



Fresno Unified School District

DEPARTMENT OF SPECIAL EDUCATION
AND HEALTH SERVICES
Strategic Plan

Department of Special Education
and Health Services Strategic
Plan

Cov Lus Hais Qhia Yav Tag Los thiab Kev Qhia
(Background and Introduction)

Fresno Unified School District tus Superintendent thiab Pab Neeg Saib Xyuas Kev Kawm Ntawv (Board of Education) tau thov tias pab neeg rau qhov Great City Schools rov qab xyuas dua lub district cov kev ua hauj lwm pab cuam rau cov tub/ntxhais kawm ntawv muaj tej kev tsis tsis taus/mob (disabilities) thiab npaj muab cov kev pom zoo ua rau muab ua kom nqia nqia rau kev ua tau zoo puv rau qhov nrug/seem nyob nruab nrab cov tub/ntxhais kawm ntawv no thiab lawv tej phooj ywg tsis muaj kev tsis taus/mob thiab kev kawm ntawv tshwj xeeb thiab muaj zoo ib yam li cov kev ua hauj lwm pab cuam zoo dua qub ntxiv. Cov lus hais qhia yog tau tsim muaj rau pab Fresno Unified School District (FUSD) ua tau zoo rau nws tej phom phiaj thiab ntau tshaj lub district kev muaj peev xwm ua tau rau kev txawj ntse qhia tag nrho cov tub/ntxhais kawm ntawv kawm tau zoo zoo.

Yuav ceev ua nws cov hauj lwm, pab neeg (Council) ua hauj lwm rau kev txawj paub zoo leej twg tau ceev tswj ua tau zoo zoo thiab tau ua Kev Kawm Ntawv Tshwj Xeeb tej kev kawm (Special Education programs) ua ntej lwm yam loj muaj nyob rau tsev kawm ntawv cov districts nyob rau tag nrho lub teb chaw. Txhua txhua cov no tau muaj ib yam li thawj qhov kev paub zoo nrog tsab cai Disabilities Education Act (IDEA) thiab yog zoo tau muab ntseev nyob rau kev ua tau zoo tshaj plaws nyob rau qhov kev ceev tswj thiab kev ua rau Kev Kawm Ntawv Tshwj xeeb kev kawm thoob plaws lub teb chaw (Special Education programming nationwide). Pab Neeg Lub Tswv Yim Txawb Pab (Council's Strategic Support Team) tau mus ncig xyuas lub district nyob rau lub Ob hlis 13-17, 2018. Nyob rau lub sij hawm no, pab neeg tau muab kev thom nug thiab tau muaj ua tsi ntsees tej pab muaj ntau tshaj 150 district cov neeg ua hauj lwm, niam txiv thiab cov neeg muaj cai saib xyuas me nyuam, Fresno Teachers Association (FTA) thiab California School Employees Association (CSEA) cov neeg sawv cev rau, thiab lwm cov. Ntau ntxiv ntawv, pab neeg t au rov qab xyuas dua ntau cov ntaub ntawv sau/khaws tseg thiab cov ntawv muaj cov lus hais qhia, piav qhia cov lus (data), thiab xub tsim muaj cov kev pom zoo thiab cov kev sib tham ua ntej ua zaum kawg rau cov ntawv muaj cov lus. Qhov no ua rau muab kev npaj paub rau tsev kawm ntawv cov district nrog kev siv cov manager ua ntau xyoo dhau los lawm (senior managers) los lwm lub tsev kawm ntawv cov cai yog txawv rau Pab Neeg thiab nws cov mej zeej (Council and its members).

Pab Neeg (Council) rau Great City Schools thiab nws mej zeej districts npaj tau tos yuav ua mus ntxiv rau pab lub Fresno Unified School District thiab nws cov me nyuam mus tom ntej. Tej pej xeeb yuav tsum paub tias nws yuav siv sij hawm rau muab kev npaj rau thiab kev ua rau ntau cov tau sib tham tias yog muaj nyob rau cov ntawv muaj cov lus hais qhia. Muaj ntau cov kev pom zoo ua tej zaum yog muab kev ua nyob rau qhov sij hawm ncuav luv sij hawm tab tom ua ncuav ntev yuav siv ob peb xyoo ua. Tab sis pej xeeb yuav tsum tau paub ib yam nkaus tias tsev kawm ntawv txoj cai muaj qhov kev paub zoo thiab kev muab txiav txim rau ua mus nyob rau nws kev cog lus tseg

rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob (disabilities) thiab muaj zoo dua qub ntxiv qhov kev kawm tias twb npaj rau muaj ntau cov kev muaj tshwm sim zoo.

Lub District lub seem muag rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob yog tias lawv kawm tau zoo zoo mus rau lawv cov xyoo kawm ntawv thiab lawv kawm tag nrog qhov ib puag ncig dav dav rau muaj cov kev nyob rau-high school thiab muaj ntau cov kev rau xaiv hauj lwm (post-secondary and career). Lub Department of Special Education yog tau muab rau kev txhawb, kev qhia, thiab qhia district thiab tsev kawm ntawv cov thawj coj, cov xib hwb, thiab cov niam txiv kom paub tseem muab tso ua ke li txoj yog tsim muaj nyob ib puag ncig muaj tag nrho tej kev ua, kev zoo thiab nkag mus rau tej kev kawm, thiab kev kawm tau zoo tshaj plaws.

Kev Npaj Ua (Action Plan)

Qhov txhua yam Npaj Kev ua tau tsim muaj ua ntej kom paub tseeb kev cog lus ua raws li cov cia kev ua sij hawm dhau los. Txoj kev npaj yog tau muab teeb nyob ib tog zus mus nyob rau tsib sections teev cov ntsiab tseem ceeb qis dua nyob nrog 14 cov kev pom zoo ua tau hais txog nyob rau ib yam rau caij ntuj sov 2018 cov ntawv muaj cov lus hais qhia tau npaj nrog Pab Neeg rau (Council) rau the Great City Schools. Cov nplooj ntawv nyob ib tog zus mus piav qhia txhua yam tej kev ua rau txhua qhov kev pom zoo ua nrog cov metrics/milestones rau muab ntsuas kev ua tau tam sim no thiab cov neeg ua hauj lwm muab kev saib xyuas ua hauj lwm rau kev ua.

Driver 1
Multi -Tiered System of Supports

Qhov Multi-Tiered System of Supports (MTSS) yog qhov pov thawj-raws li ua hauj lwm ntev li cas rau kev ua tau zoo dua qub ntxiv kev kawm ntawv yuav muaj tshwm sim tuaj rau tag nrho cov tub/ntxhais kawm ntawv. Qhov ua hauj lwm ntev li cas xav tsi ntsees ua nyob rau kev tiv thaiv thiab kev txheeb nrhiav tau paub ntxov rau cov tub/ntxhais kawm ntawv leej twg tau txais kev zoo/nuj nqis los ntawm kev kawm tau zoo, kev coj thiab kev sib koom ntsawv siab tej kev pab. Cov kev pab no yog yuav muab tshem tawm kev tiv thaiv kev xyaum lossis kev txheeb nrhiav tau cov tub/ntxhais kawm ntawv paub leej twg yuav tau txais kev zoo/nuj nqis los ntawm kev kawm tau zoo sai sai nyob nrog sij hawm luv luv.

Council of the Great City Schools Recommendations

1. Systemwide MTSS Framework, Implementation Plan, and Oversight

Kev ua tag nrho sai sai rau lub district qhov ua thawj lwm MTSS framework thiab kev txhawb sau cia tseg kom paub tseeb lawv muaj txawm peem rau cov lus hais qhia rov qab thiab siv nyob rau kev cob qhia kev xyaum txawj paub. Qhov hauj lwm no yuav tsum muaj feem ua qhov paub rau kev kub ceev heev nyob nruab nrab cov tuav tseg (stakeholders) ua ntej rau muaj zoo dua ntxiv tuaj rau kev kawm ntawv muaj tshwm sim rau tag nrho cov tub/ntxhais kawm ntawv. Kev txhawb qhov sib zog ua tau zoo nrog pab neeg txoj cai (board policy) nyob rau MTSS, kev ceev ua nws kev tseem ceeb, lub ntsiab tsi ntsees thiab seb tej tswv yim muab kev qhia ntawv thiab tej dej num zoo p him/haum nyob nrog qhov tag nrho txhua yam ua hauj lwm txij li cas (framework).

**Driver 2
Demographic and Outcome Data**

Qhov section piav qhia lub district cov kev ua muaj zoo ib yam rau kev kawm ntawv tshwj xeeb cov kev muab xa mus, cov kev muab luj ntsuas, thiab cov kev muab txiav txim rau li xav tau. Nws piab qhia ib yam seb lub district yuav siv qhov data li cas rau tsim muaj, kev ua, thiab district cov kev ua hauj lwm pab cuam. Lub district yuav npaj muab kev ua thiab cov kev mus mus nyob rau qhov siv rau data nyob rau lub district thiab tsev kawm ntawv cov them.

Council of the Great City Schools Recommendations

2. Muaj Kev Tsim Nyog Txaus Tau Txais Kev Kawm Ntawv Tshwj Xeeb (Special Education Eligibility)

Ua tau zoo qhov tsis tu ncuu thiab zoo phim rau cov kev muab xa tawm, cov kev soj ntsuam tshau, thiab muaj kev tsim nyog txaus tau txais cov kev txiav txim nyob rau kev kawm ntawv tshwj xeeb.

3. Cov Lus Hais Qhia Ua Tau Zoo rau Cov Tub/Ntxhais Kawm Ntawv Muaj Tej Kev Tsis Taus/Tsis Muaj Peev Xwm (Achievement Data for Students with Disabilities)

Pab neeg muaj ntau-qhov kev qhuab qhia rau qhov chaw instructional division leaders, muaj tag nrho, principals, rau muab rub ntev tshaj ua tau yooj yim, rov qab xyuas dua cov lus hais qhia (data) tam sim no thiab muab sib piv rau cov lus hais qhia (data) tom ntej rau lub district nyob rau cov kev muaj tshwm sim no rau lub district nyob rau cov kev muaj tshwm sim tuaj rau lub district raws li nyob rau Xeev Cov Kev Npaj Ua (State Performance Plans) (SPP) cov neeg muab kev qhia; TUDA/NAEP nyeem ntawv/lej cov qhab nia; xeev kev ua kev soj ntsuam tshau, cov kev tsis muaj tam sim no, muab ntsuas kev rho tawm/kev tshem tawm; kev kawm tag/kev tso tseg thiab txoj cai kawm tag rau cov tub/ntxhais kawm ntawv muab kev xaiv rau cov kev soj ntsuam tshau.

4. Kev Kawm Ntawv Muab Cov Duab Tso Qhia (Educational Setting Demographics)

Pab neeg muaj ntau-cov kev qhuab qhia rau cov thawj muab kev qhia ntawv, muaj tag nrho tus neeg ua hauj lwm los ntawm cov kev ua hauj lwm pab cuam ib tug xyaum lus Askiv, kev tiv thaiv/kev pab, African American tub/ntxhais kawm ntawv kev kawm tau zoo, thiab thawj cov xib hwb, rov qab xyuas dua data tam sim no thiab muab sib piv rau cov me nyuam yau muaj Individual Education Plans (IEP) nyob rau regular preschool; tsis yog cov chaw muaj kev txwv; tsis yog qhov kev rau npe rau cov tub/ntxhais kawm ntawv muaj IEPs thiab qhov chaw muab tso kawm rau lub Chav Kawm Ntawv Tshwj Xeeb Special Day Class (SDC) nyob rau tag nrho lub district thiab tej cheeb tsam (district and regions).

**Driver 3
Instruction and Supports**

FUSD tau cog lus kom zoo dua qub ntxiv nkag mus rau qhov Guaranteed Viable Curriculum (GVC), muab kev qhia ntawv zoo heev, tau tsim muaj cov kev txhawb rau txhua ttus muaj tej kev xav hais tias ua tau nyob rau qhov chaw muaj kev txwv tsawg tshaj rau tag nrho cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob. Lub district tab tom txav mus tom ntej qhov muaj tag nrho ua hauj lwm txij li cas, qhov twg txoj kev npaj tau tseeb tseeb rau Assistive Technology, Transition Planning, thiab tsev neeg muaj feem rau tes ua yuav tsum tau maub kho.

Council of the Great City Schools Recommendations

5. Txhab Ntau Ntxiv Mus Tau Rau Muaj Tag Nrho thiab Muab Kev Pom Zoo rau Kev Kawm Ntawv Zoo-Siab (Increase Access to Inclusive and Provision of High-Quality Education)

Yog qhov rau lub district qhov kev txav mus tom ntej qhov MTSS framework, tau muab kho txhab ntau ntxiv cov kev tsim muaj/cov kev txhawb rau thiab cov dej num rau txhawb ntau ntxiv muaj tag nrho cov chaw muab tso kawm ntawv thiab muab kev qhia ntawv siab-zoo rau muaj cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob (disabilities). Muab tso rau qhov chaw (Incorporate) tau zoo zoo thawj zaug muab kev qhia cov kev ruaj kho kom paub tseeb tias lub district tej tswv yim muab kev qhia ntawv thiab kev coj muab tso rau ib pab pawg rau cov tub/ntxhais kawm ntawv rau cov tub/ntxhais kawm ntawv tshaj li cov ntawv muaj tej kev tsis taus/mob (disabilities).

6. Khoom Hluav Taws Xob Pab thiab Khoom thiab Xaiv Kev Sib Tham Cev Lus (Assistive Technology and Augmentative and Alternative Communication (AT/AAC))

Tsim ntau tshaj thiab cov kev ua hauj lwm pab zoo dua ntxiv rau cov tub/ntxhais kawm ntawv leej twg tau txais kev zoo/nuj nqis los ntawm Khoom Hluav Taws Xob Pab (assistive technology) thiab thawj lo lus thiab xaiv lwm txoj kev sib tham cev lus.

7. Theem Siab Kev Hloov Dej Num thiab Cov Kev Ua Hauj Lwm Pab Cuam (Secondary Transition Activities and Services)

Tsim ua nyob nruab nrab lub district muaj ntau cov kev kawm hloov paub nyob qib siab (secondary transition programs) mus rau cov kev txhawb zoo dua n txiv rau cov kev hloov pauv, kev npaj cov dej num, thiab ib pab neeg paub rau cov niam ntxiv thiab cov tub/ntxhais kawm ntawv.

8. Niam Txiv Txhawb thiab Kev Sib Cog Ua (Parent Support and Engagement)

Niam txiv kev txhawb, tej kev sib tham cev lus, thiab kev sib cog ua zoo dua qub ntxiv.

**Driver 4
Organizational Supports**

Nws ua tau zoo rau FUSD yuav tau ua thiab muab cov kev ua teeb nyob ib tog zus mus nyob rau qhov chaw rau paub cov hom phiaj, tej kev ntseeg thiab cov kev sib cog tseg rau tag nrho cov tub/ntxhais kawm ntawv, muaj tag nrho muaj tej kev tsis taus/mob.

Council of the Great City Schools Recommendations

9. Kev Ua Hauj Lwm Tau Zoo thiab Kev Ua Hauj Lwm Ua Ke rau Cov Neeg Ua Hauj Lwm rau Central Office (Organization and Collaboration of Central Office Personnel)

Nkag mus rau qhov chaw ua hauj lwm ua ke nyob nruab nrab cov thawj tuav saib xyuas kev qhia ntawv ntau tshaj thiab lawv kev hwm rau cov neeg ua hauj lwm ua ntej yuav siv lawv khaws tseg cov kev muaj pab.

10. Kev Kawm Ntawv Tshwj Xeeb Kev Teeb Ua Hauj Lwm (Special Education Organization)

Chaw Kev Kawm Ntawv Tshwj Xeeb kev teeb ua hauj lwm (special education department) yuav muaj kev txhawb zoo dua ntxiv li nws zeem muag, txoj kev ua mus, cov kev cog lus thiab kev pab rau cov tsev kawm ntawv.

Muab tso tawm lub department qhov zeem muag, kev ua mus thiab cov kev cog lus txoj kev tseem ceeb nyob rau kev kawm ntawv tshwj xeeb webpage (special education webpage). Mus saib rau cov lus hais qhia paub tsis tu nua li yog ib txoj kev rau kev xav tsi ntsees ua tej dej num, kev ua tau zoo hais hom tseg thiab nyb rau-qhov hauj lwm.

11. Cov Neeg Ua Hauj Lwm Tub/Ntxhais Kawm Ntawv Muaj Li Cas (Student Personnel Ratios)

Paub tseeb tias cov neeg ua hauj lwm leej twg txhawb pab cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob yog tau ua hauj lwm nyob rau cov naj npawb zoo tau txaus tus tub/tus ntxhais kawm ntawv tej kev xav tau. Rov qab xyuas dua nrhiav kom paub tseeb muaj li cas nyob rau qhov raws li txhua zaum nrog kev kawm ntawv tshwj xeeb tus neeg ua hauj lwm, instructional superintendents thiab kev ceev nyiaj txiag. Paub tseeb tias cov naj npawb yog ib yam rau kev kawm ntawv tshwj xeeb thiab cov kev ua hauj lwm muaj zoo ib yam cov neeg ua hauj lwm yog nyob rau txhua lub tsev kawm ntawv rau nqa lawv tej kev saib xyuas ua hauj lwm li ua tau.

12. Tsev Kawm Ntawv Kev Cev Tswj Ua raws li rau Kev Kawm Ntawv Tshwj Xeeb (School based Administration of Special Education)

Cov thawj xib hwb muab kev txhawb nyob rau lawv tej kev sib zog ua rau coj thiab tus neeg ceev tswj qhov kev ua rau kev kawm ntawv tshwj xeeb nyob rau lawv cov tsev kawm ntawv. Cov case manager muab kev txhawb pab muaj kev hwm rau kev ua raws li txoj cai thiab sij hawm teev tseg cov rooj sib tham rau Individual Education Plan (IEP). Tsim muaj txoj xub kev ua rau rov qab xyuas dua caseloads rau cov xib hwb thiab cov neeg npaj kev hauj lwm pab cuam kom paub tseeb ua raws li txoj cai teeb muaj thiab IEP kev ua hauj lwm pab cov them yog tau txaus.

**Driver 5
Compliance and Accountability**

Tsim kom muaj txoj kev qhov muaj tsis tu ncuu zoo thiab tej ntaub ntawv rau hais txog thiab tus neeg saib xyuas niam txiv tej kev tawm tsam tsis txaus siab muaj cov lus hais qhia rov qab tsis tu ncuu nyob rau li sij hawm teeb tseg.

Council of the Great City Schools Recommendation

13. Kev Txhawb Pab Li Txoj Cai thiab Tej Teeb Meem Nyiaj Txiag (Compliance Support and Fiscal Issues)

Ua kom zoo dua ntxiv tuaj li txoj cai muaj muab ntsuas txhua zaum thiab cov xub kev ua rau hais txog niam txiv tej kev tawm tsam tsis txaus siab nyob rau qhov kev ua tshwm sim tau thiab sij hawm teeb tseg, muaj tag nrho tej kev txhawj rau tsheb thauj uas muaj teeb meem ib yam tag los muaj dua dawv tsis tau. Piav qhia kev nkag siab kev cai li choj thiab ua raws li tej kev ua thiab muab kev tsav kho tau rau kev ua tau zoo dua ntxiv tuaj. Hais txog tej teeb meem muaj Medi-Cal cov kev ua thiab tej kev muaj tshwm tuaj li them nyiaj rov qab (Medi-Cal reimbursement)

14. Cov xub kev ua rau Muab Kev Xyuas Ua Tau -Kev Npaj thiab Kev Ua Tau Zoo Dua Ntxiv (Accountability-Planning and improving processes)

Muaj tag nrho qhia tseeb kev kawm ntawv tshwj xeeb cov data nyob rau tag nrho kev hais qhia tsis tu ncuu ncig mus los nyob rau qhov kev nkag muab tau yooj yim. Kho kom ib yam tag nrho cov kev npaj rau muaj tag nrho txoj kev sib tham cev lus, txoj kev nkag siab zoo, thiab kev ua tau zoo li muaj tag nrhoi rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob ua tau (common language, common understandings, and sufficient).

Npaj Kev Ua (Implementation Plan)

Progress Updated November 2020

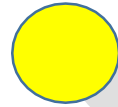
Txoj Kev Ua Tau Mus Tom Ntej (Progress Key):



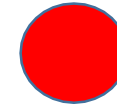
Ua Tag Lawm



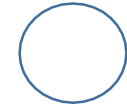
Tab Tom Ua Tau Zoo



Yuav Tsum Tau ua



Poob Qab Sij Hawm



Tsis Tau Pib




Driver 1



Multi -Tiered System of Supports




CGCS Recommendation 1:



Systemwide MTSS framework, implementation plan, and oversight


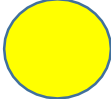

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
1. Txoj Cai Thoob Plaws Ntau-Txoj Cai rau Cov Kev Txhawb Ua Hauj Lwm (Systemwide Multi-Tiered System of Supports (MTSS) Framework)	Ua thwm sim sai sai tiav log rau district thawj qhov rau Ntau-Txoj Cai rau Cov Kev Txhawb ua hauj lwm (Multi-Tiered System of Supports (MTSS) framework) thiab cov ntaub ntawv kev txhawb pab. Paub tseeb tej kev xav tau rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm ua tau yog sawv cev nyob rau qhov MTSS framework thiab cov ntaub ntawv sau tseg muab kev txhawb.	Txwm xyoo, rov qab xyuas dua thiab tej zaum yuav rov qab sau dua lub district MTSS kev npaj, txoj kev ua tau zoo, thiab cov ntaub ntawv sau tseg muaj kev txhawb kom paub tseeb muab ntsuas rau kev ua tau zoo muaj tag nrho cov kev tshwm sim tuaj rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm.		<ul style="list-style-type: none"> SPED Pab Thawj Coj MTSS Pab Thawj Coj
	Tsim pab neeg cov cai nyob rau Multi-Tiered Systems of Support (MTSS).Paub tseeb tej kev xav tau	Yim hli 2020 qhov kawg rau thawj txoj cai nyob rau MTSS tias muaj tag nrho tej kev xav tau rau cov tub/ntxhais kawm ntawv		




	rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus tau sawv cev nyob rau MTSS board policy.	tau muaj tej kev tsis taus/tsis muaj peev xwm.		
		Kaum hli 2020, Pab Neeg (Board) muab kev pom zoo rau cov cai.		
1a. District, Regional, Thiab Tsev Kawm Ntawv Tej Pab Neeg Thawj Coj	Rov qab xyuas dua MTSS tej pab neeg thawj coj nyob rau lub district, regional, thiab tsev kawm ntawv cov them, muaj kev hwm rau kev muab tso ua ke, lub ntsiab tsi ntsees, thiab kev ua tau zoo zoo.	Txhua xyoo, district, regional, thiab tsev kawm ntawv them cov pab neeg yuav siv qhov kev ua pab muab kev ua li txoj cai rau Instructional Leadership Team (ILT), Climate and Culture Team (CCT), Professional Learning Communities (PLC), Targeted Support Team (TST), thiab Student Success Team (SST) yuav muab txiav txim txoj npoo kab cov lus muaj kev hwm zoo rau kev muab tso ua ke, lub ntsiab tsi ntsees, thiab kev ua tau zoo paub tseeb tias Kev Kawm Ntawv Tshwj Xeeb (Special Education) tau sawv cev nyob rau txhua pab neeg.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • MTSS Pab Thawj Coj
		Txhua Xyoo, tej pab neeg yuav tsim muaj qhov mus los rau kev ua tau zoo dua ntxiv mus ntxiv sij hawm ua ntu zus thiab npaj kev ua rau kev ua tau zoo rau lub chaw MTSS cov kev ua yog tab tom tau txaus li tej kev xav tau rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm.		





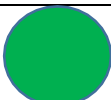
		Rau hli 2022, tag nrho district, regional, thiab tsev kawm ntawv them kev ua pab tej kev ua yuav paub nyob rau kev muaj peev xwm ua tau tseem ceeb them raws li txoj cai.		
1b. Npaj Kev Ua (Implementation Plan)	Ceev ua qhov rov qab xyuas dua thiab tej zaum rov qab sau dua tau Kev Kawm Ntawv Tshwj Xeeb (Special Education) cov ntaub ntawv khaws tseg tam sim no lawv muaj ib yam li qhov MTSS framework thiab MTSS 5-xyoo muaj kev npaj ua.	Txhua Txhua xyoo, rov qab xyuas dua thiab tej zaum rov qab ua dua Kev Kawm Ntawv Tshwj Xeeb (Special Education) cov ntaub ntawv khaws tseg kom paub tseeb ib yam li nrog MTSS framework thiab MTSS 5-xyoo muaj kev npaj ua tias muaj tag nrho: <ul style="list-style-type: none"> • Muab Kev Qhia Ua uas muaj tag nrho Tsim Muaj Kev Xyaum Tau Tag rau Txhua Tus (Universal Design for Learning (UDL), tsi ntsees ua nyob rau kev sau ntawv, nyeem ntawv, kev pom ib lwm, cov kev qhia nyob ib tog zus mus, thiab PBIS • Tsev Kawm Ntawv qhia tag rau tej kev txheeb tau txhua txoj kev, cov ua tau zoo, thiab tej nqi muab kev ua rau. • Kev pab sib txawv rau cov tsev kawm ntawv 		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • MTSS Pab Thawj Coj


		<ul style="list-style-type: none"> • Kev txheeb nrhiav tau rau kev ua li muaj qauv qhia ua rau tej kev ntsia saib thiab tau kho hauj lwm li muab kev qhia 		
1c. Kev Xyaum Kev Paub Sib Txhawv (Differentiated Professional Learning)	Npaj kev xyaum txawj paub zoo sib txawv muaj tsis tu ncuq nrog qhov MTSS framework, npaj kev ua, thiab tej kev xav hais tias ua tau, tau tsi ntsees ua nyob rau txhua txhua tus neeg kev xav nyuab kom paub tseeb kev hais hom lus thiab kev nkag siab zoo rau theem ua ib tog zus mus rau kev qhia ntawv nyob nrog qhov MTSS framework.	Txhua txhua xyoo, Kev Kawm Ntawv Tshwj Xeeb kev xyaum kev txawj paub yuav tsum yog zoo ib yam nrog qhov MTSS framework.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • SPED Curriculum/Instruction/Professional Learning (CIPL) Team
		Txhua txhua xyoo, rov qab xyuas dua thiab rov qab muab sau dua kev xyaum kev paub zoo rawsli nyob rau cov lus hais muaj (data) los ntawm cov kev tshawb nrhiav.		
1d. Kev Piav Qhia Cov Lus thiab Cov Ntawv Muaj Cov lus (Data Analysis and Reports)	Ua hauj lwm ua ke nrog zoo ncaj nruab nrab thiab nkag tau mus rau qhov chaw muaj cov lus khaws tseg li cov ntawv muaj cov lus hais qhia (incorporate data collection reports) muaj cov neeg hais qhia tias yuav tsum siv tau zoo rau muab kev txiav txim rau cov tsev kawm ntawv siv rau MTSS cov kev ua thiab tej kev muaj zoo sib xws ib yam rau tus kawm ntawv kev ua/kawm tau zoo.	Txhua Txhua quarter, nyob rau kev ua hauj lwm ua ken rog Zoo Ncaj Ncees thiab Nkag Tau Mus rau qhov chaw paub tseeb tias cov ntawv muaj cov lus hais qhia muaj feem xyuas rau tus kawm ntawv kev ua/kawm tau zoo rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Equity and Access Department • MTSS Pab Thawj Coj

<p>1e. Kev Saib Xyuas thaib Kev Saib Xyuas Ua Tau Hauj Lwm</p> <p>(Monitoring and Accountability)</p>	<p>Muab luj ntsuas qhov kev ua ua, kev ua tau zoo, thiab cov lus paub rau MTSS nyob rau kev muaj zoo sib xws rau tus kawm ntawv kev ua/kawm tau zoo rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).</p>	<p>Txhua txhua hli, Cov Thawj Xib Hwb (Principals) ua hauj lwm ua ken rog Regional Instructional Managers (RIM) rau rov qab xyuas dua lub tsev kawm ntawv Kev Kawm Ntawv Tshwj Xeeb kev ua/kawm tau zoo cov lus hais qhia nyob rau ib yam li rau MTSS kev ua thiab kev tsim muaj kev npaj kev ua raws li nyob rau cov lus hias qhia ntawv.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Cov Thawj Xib Hwb • Cov RIMs
		<p>Txhua txhua quarter, SPED Pab Neeg Thawj Coj (SPED Leadership Team) yuav rov qab xyuas dua district thoob plaws Kev Kawm Ntawv Tshwj xeeb kev kawm/ua tau zoo cov lus hais qhia nyob rau ib yam rau MTSS kev ua thiab tsim muaj kev npaj ua raws li nyob rau cov lus hais qhia ntawv.</p>		

Driver 2 Demographic and Outcome Data				
CGCS Recommendation 2 Disability, Demographics, Referral, and Identification of Disability				
Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
2a. Rov Qab Xyuas Dua Cov Lus (Data Review)	Kev siv ib pab neeg muaj ntau-kev qhuab qhia (multi-disciplinary) rau rov qab xyuas dua thiab piav qhia Kev Kawm Ntawv Tshwj Xeeb (Special Education) kev tsis taus/taus muaj peev xwm muab ntsuas rau cov lus hais qhia nrog cheeb tsam (region), nrog cov tsev kawm ntawv thiab nrog tus kawm ntawv ntau pab pawg.	Peb hlis 2020, paub tseeb tias Kev Kawm Ntawv Tshwj Xeeb kev sawv cev nyob rau kev txheeb nrhiav tau pab neeg ntau-kev qhuab qhia nyob nrog muaj cov kev ua.		<ul style="list-style-type: none"> SPED Pab Thawj Coj Equity and Access Department RIMs
		Tsib hlis 2020, kev siv Power BI, pab neeg muaj ntau cov-kev qhuab qhia (multi-disciplinary team) txheeb nrhiav tau tsi ntsees cov seem rau kev ua thiab muab txiav txim sij hawm ua ntu zus.		
		Yim hli 2020, nyob rau Kev Txhawb Tag Nrho thiab Kev Ua Tau Zoo Dua Ntxiv (Comprehensive Support and Improvement (CSI)) thiab Txhawb Tsi Ntsees thiab Kev ua Tau Zoo Dua Ntxiv (Targeted Support and Improvement) (TSI) tau muab tso rau cov tsev kawm ntawv (Regional Instructional Manager (RIM)) yuav ua thiab ua hauj lwm ua ke nob rau tsi ntsees Kev Kawm Ntawv Tshwj Xeeb (Special Education) tau tsi ntsees tej seem kev kawm.		

<p>2b. NPaj Kev Ua (Implementation Plan)</p>	<p>Raws li nyob rau pab neeg muaj ntau cov-kev qhuab qhia cov lus piav qhia rau yog 2a, hloov pauv li xav tau qhov MTSS kev npaj ua rau muaj tag nrho cov dej num tau tsim muaj rau hais txog loj tshaj lossis me tshaj, paub haiv kev lis kev cai, thiab lwm cov teeb meem tau txheeb nrhiav (disproportionality, cultural awareness, and other identified issues).</p>	<p>Yim hli 2020, tau muab kev txheeb nrhiav tau tsi ntsees cov seem kev kawm thiab hauv paus ua rau tsim muaj txoj kev npaj ua rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • MTSS Pab Txhawj Coj
<p>2c. Kev Sau Tej Kev Xav Hais Tias Ua Tau (Written Expectations)</p>	<p>Rau cov seem tau txheeb nrhiav nrog pab neeg muaj ntau – kev qhuab qhia (multi-disciplinary) li yog cov seem teeb meem, rov qab xyuas dua kev ua, thiab rov qab sau dua district muab kev qhia ua nyob rau thawj qhov kev qhia ntawv, cov kev pab, thiab kev saib xyuas ua tau zoo (problematic areas, review implementation, and revise district guidance on first instruction, interventions, and progress monitoring); thiab cov kev hloov pauv rau kev npaj kev pab rau tus kawm ntawv ua ntej rau Kev Kawm Ntawv Tshwj Xeeb muab xav tawm coj mus rau cov kev soj ntsuam tshau thiab muaj kev tsim nyog txaus txaus tau txais.</p>	<p>August 2020, clear district wide communication of implementation plan and expectations for plan implementation, that includes timelines for ongoing reviewing and revising of data to assist students prior to Special Education.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • MTSS Pab Thawj Coj • Department of Prevention and Intervention (DPI)
<p>2d. Kev Cob Qhia Kev Xyaum Txawj Paub Sib Txawv (Differentiated Professional Learning)</p>	<p>Nyob rau kev ua hauj lwm ua ken rog lwm cov chaw npaj ua hauj lwm (departments plan) thiab npaj tag nrho nthuav qhia district tau muab tum tuav ua ken rog kev xyaum kev txawj paub lawv xav kom ua tau zoo lawv kev paub rau kev zoo phim rau cov kev muab xa tawm, cov kev soj ntsuam tshau, thiab muab kev txiav txim siab muaj kev tsim</p>	<p>Txhua txhua xyoo, tsim ib txoj kev npaj kev xyaum kev txawj paub rau ua tau zoo lawv kev paub rau zoo phim rau cov kev muab xa tawm, cov kev soj ntsuam tshau, tiab muab kev txiav txim muaj kev tsim nyog txaus tau txais nyob rau Kev Kawm Ntawv Tshwj Xeeb, ua</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Leadership Development • SPED Curriculum/Instruction/Professional Learning (CIPL) Team




	nyog txaus tau txais nyob rau kev kawm ntawv tshwj xeeb.	ntej yuav muab kev txhawb pab lub tsev kawm ntawv kev ua thiab kev npaj ua tau tseem ceeb zoo rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).		
		Npaj kev kho ua hauj lwm muab kev qhia thiab cov cib fim rau kev ntsia saib rau cov kev tau zoo tshaj plaws.		
		Txhua txhua xyoo, rov qab xyuas dua thiab sau dua kev npaj cob qhia kev xyaum txawj paub raws li nyob rau cov lus hais los ntawm cov kev tshuaj xyuas.		
2e. Piav Qhia Cov Lus Khaw Tseg thiab Cov Ntawv Muaj Cov Lus Hais Qhia (Data Analysis and Reports)	Tsim ib qho siv kom kom yooj yim teev cov lus hais qhia muab nthuav tawm qhia Kev Kawm Ntawv Tshwj Xeeb cov lus hais qhia rau district Cov Thawj Coj Saib (district leadership) thiab m uaj tag nrho n yob rau kev hais qhia txhua zaum mus los puag ncig.	Nyob rau Yim hli 2019, Ua tiav tag rau Power BI tool. Yim hli 2020, xav ua thiab muab tseb tawm kev sau tej kev xav hais tias ua hauj lwm rau qhov siv Power BI rau ua muab kev txiav txim siab cov lus ua mus rau cov RIMs.	 	<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Equity and Access Department
2f. Kev Saib Xyuas thiab Kev Saib Xyuas Ua Tau Hauj Lwm (Monitoring and Accountability)	Rov qab xyuas dua cov lus hais qhia nrog cov tsev kawm ntawv kom paub ntau ntxiv rau kev muab xa tawm, kev soj ntsuam tshau, thiab cov lus hais qhia muaj kev tsim nyog txaus tau txais yog li ntawv cov tsev kawm ntawv yog npaj tau zoo zoo dua rau ua raws li kev hais kom ua.	Cov neeg saib xyuas rau cov tsev kawm ntawv muaj tag nrho Kev Kawm Ntawv Tshwj Xeeb cov lus khaws tseg (Special Education data) nyob rau cov rooj sib tham txhua zaum nrog cov thawj xib hwb (principals) muaj tej kev xav hais tias ua tau raws li tej kev hais kom ua.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Cov Saib Cov Tsev Kawm Ntawv



		<p>Txhua txhua hli cov rooj sib tham muaj Cov Thawj Xib hwb (Principals), RIMs thiab tus neeg ua hauj lwm txhawb tsev kawm ntawv rau tsim muaj thiab kev ua raws li tej kev hais km ua. RIMs yuav muaj tag nrho li ua raws li cov kev hais kom ua nyob rau txhua txhua lub hlis cov lus hais qhia.</p>		
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**Driver 2
Demographic and Outcome Data**

**CGCS Recommendation 3
Achievement Data for Students with Disabilities**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>3. Cov Lus Hais Qhia Khaws Tseg Kev Ua Tau Zoo rau Cov Tub/Ntxhais Kawm Ntawv muaj Tej Kev Tsis Taus/Tsis Muaj Peev Xwm</p> <p>(Achievement Data for Students with Disabilities)</p>	<p>Muaj ib pab neeg muaj ntau-kev qhuab qhia tom qab Kev Kawm Ntawv Tshwj Xeeb cov lus hais qhia kev ua tau zoo nrog muab kev txiav txim rau kev hais qhia tej kauj ruam rau ua kom zoo dua qub ntxiv muaj tag nrho, kev qhia ntawv zoo siab rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities):</p> <ul style="list-style-type: none"> ○ Muaj tshwm sim thaum ntxov menyuam yau ○ Nyeem ntawv thiab lej cov qhab nia ○ Tshau nyob rau thoob plaws xeev cov kev soj ntsuam tshau ○ Tsis Muaj Tam Sim No ○ Muab ntsuas rau Rho tawm/ncaws tawm ○ Muab ntsuas rau Kev Kawm Tag/Tso Tseg ○ Ua tau zoo rau IEP cov hom phiaj/cov kev npaj qhia 	<p>Txhua txhua quarter, Pab neeg Instructional Leadership Team (ILT) piav qhia Kev Kawm Ntawv Tshwj Xeeb (Special Education) cov lus hais qhia kev ua tau zoo nyob rau ib yam rau muaj tag nrho cov kev ua thiab muab kev qhia ntawv zoo-siab rau. Yog hais tias ua tau, tsim tej kev xav hais tias ua tau rau raws li tej kev hais kom ua.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Department Cov Thawj Coj • Cov Saib Xyuas Cov Tsev Kawm Ntawv • Equity and Access Department • Cov Thawj Xib Hwb • RIMs
		<p>Cov neeg saib xyuas rau Cov Tsev Kawm Ntawv muaj tag nrho Kev Kawm Ntawv Tshwj Xeeb (Special Education) cov lus hais qhia khaws tseg nyob rau cov rooj sib tham txhua zaum muaj cov thawj xib hwb (principals) muaj tej kev xav hais tias ua tau rau tej kev yuav tsum tau ua.</p>		
		<p>Txhua txhua, Cov Thawj Xib Hwb ua hauj lwm ua ken rog cov RIMs rau rov qab xyuas dua qhov chaw Kev Kawm Ntawv Tshwj Xeeb cov lus hais qhia kev ua tau zoo khaws tseg thiab</p>		




	<p>ua raws li cov kev npaj ua. RIMs yuav muaj tag nrho ua raws li tej kev hais kom ua nyob rau cov lus hais qhia txhua txhua hli.</p>			
	<p>Txwm xyoo tau txhawb ntau ntxiv tus kawm ntawv kev xyaum raws li nyob rau lub district thiab xeev cov kev soj ntsuam tshau.</p>			
	<p>Rau hli 2020, nyob rau kev ua khub nrog Fresno County Supervisors of Schools (FCSS), tag nrho high school yuav xyaum thiab siv cov cuab yeej (tools) rau kev ua tau zoo dua qub ntxiv science rau muaj tshwm sim zoo dua qub ntxiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm nyob rau cov seem yog muab ntsuas rau college/career kev nyeem ntawv thiab kev kawm tag, raws li nyob ntau ntxiv txwm xyoo nyob rau kev kawm tag thiab xeev qhov kev hais qhia college/career.</p>			


Driver 2

Demographic and Outcome Data

CGCS Recommendation 4

Educational Setting Demographics







A. Dab Tsi?	B. Seb Yog Li Cas?	C. Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>4. Chaw Muab Tso Kawm Ntawv Tsi Ntsees Tej Pab Neeg</p> <p>(Educational Setting Demographics)</p>	<p>Pab neeg muaj ntau qhov-kev qhuab qhia, paiv qhia tom qab Kev Kawm Ntawv Tshwj Xeeb qhov chaw kawm ntawv muaj kev hais qhia paub rau tej kauj ruam rau ua zoo dua ntxiv muaj tag nrho, muab kev qhia ntawv zoo siab rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus /tsis muaj peev xwm (disabilities):</p> <ul style="list-style-type: none"> ○ Cov me nyuam yaus muaj hnuab nyoog 3 mus txog tsib xyoo leej twg tau kawm ntawv nyob rau cov chaw kawm preschool ○ Cov menyuam hnuab nyoog kawm ntawv leej twg muaj tsis zoo ib yam tau kawm nyob rau high school li muab ntsuas nyob rau cov chaw muab kev txwv ntau ntxiv, tau muab sib piv rau lub xeev thiab lub teb chaw nyob nruab nrab thiab xeev Npaj Kev Ua/Tshau (state Performance Plan (SPP)) tsi ntees rau. ○ Kev rau npe kawm tsis zoo ib yam rau cov 	<p>Rau hli 2019 tsim muaj ib qhov cuab yeej (too) (Power BI) nyob rau kev ua khub nrog Equity thiab Access kom paub tseeb tias cov lus hais qhia khaws tseg hais kev piav qhia txhawb rau Kev Kawm Ntawv Tshwj Xeeb (Special Education) hais txog qhov chaw muaj kev txwv tsawg tshaj thiab cov lus hais qhia tus kawm ntawv kev ua/kawm tau zoo.</p>		<ul style="list-style-type: none"> • SPED Cov Thawj Coj • Department Cov Thawj Coj • Cov Neeg Saib Cov Tsev Kawm Ntawv • Cov Thawj Xib Hwb • RIMs
		<p>Txhua txhua quarter, Pab Neeg Thawj Coj (SPED Leadership Team) piav qhia kev kawm ntawv tshwj xeeb qhov chaw muaj kev txwv tsawg tshaj thiab cov lus hais qhia tus kawm ntawv kev ua tau zoo. Yog hais tias ua tau, tsim muaj tej kev xav hais tias ua tau rau raws li tej kev hais kom ua.</p>		
		<p>Cov neeg saib xyuas rau cov tsev kawm ntawv muaj tag nrho cov lus hais qhia Kev Kawm Ntawv Tshwj Xeeb (Special Education data) nyob rau cov rooj sib tham txhua zaum muaj tej kev xav hais ua tau rau raws li tej kev hais kom ua.</p>		


	<p>tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm nrog thaj tsam thiab cov tsev kawm ntawv; thiab chaw muab rau kawm rau Cov Chav Kawm Ntawv Tshwj Xeeb (Special Day Classes) (SDC) nyob rau tag nrho lub district thiab regions.</p>	<p>Txhua txhua hli, Cov Thawj Xib Hwb thiab RIMs (Principals and RIMs) rov qab xyuas dua lub chaw Kev Kawm Ntawv Tshwj Xeeb Chaw Kawm Muaj Kev Txwv Tsawg Tshaj (Special Education Least Restrictive Environment) thiab cov lus hais qhia ua tau zoo thiab ua raws li tej kev hais kom ua nyo0b rau txhua txhua hli hais qhia.</p>		
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**Driver 3
Instruction and Supports**




**CGCS Recommendation 5
Increase Access to Inclusive Education and Provision of High-Quality Education**

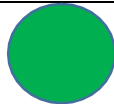

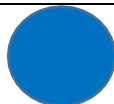
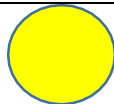
Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab	
5a. Muaj Tag Nrho Zeem Muag Kawm Ntawv (Inclusive Education Vision)	Tsim muaj tsev kawm ntawv pab neeg cov cai rau hais qhov dub dub muaj tag nrho zeej muag, tias yog ua nyob ib puag ncig Universal Design rau Learning (UDL) thiab MTSS framework tias tej pab neeg txhawb rau kev ua tau zoo thiab nqis thiab sib koom/ntsawv siab tau-zoo rau tag nrho cov tub/ntxhais kawm ntawv.	Peb hlis 2019, thawj lwm kawg dub dub muaj tag nrho pab neeg cov cai.		<ul style="list-style-type: none"> • SPED Pab Thawj coj • Dimensions of Equity Steering Committee 	
	Tsim muaj lub district zeem muag deb deb, kev ua, cov nqi, thiab kev txhais rau muaj tag nrho tej kev ua.	Kaum hli 2019, Pab neeg muab kev pom zoo rau cov cai Yim hli 2020, tag nrho cov chaw thiab tsev kawm ntawv kev tswj saib xyuas (departments and school site administration) yuav tau txais lub FUSD tag nrho cov kev muab txhais, kev ua mus thiab zeem muag rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm rau yog muaj tag nrho li yog District Common Slides.			
		Yim hli 2021, xav ua thiab ua muaj txawm peem rau tag nrho stakeholders thiab FUSD kev muaj tag nrho cov kev ua muaj kev pab phau ntawv qhia.			
	5b. Npaj Kev Ua (Implementation Plan)	Siv pab neeg muaj ntau-kev qhuab qhia rau xav ua ib txoj kev npaj ua ntau-xyoo tias muaj tag nrho tej kev xav hais tias ua tau, kev cob qhia kev txawj paub, paiv qhia cov lus muaj khaws tseg thiab kev	Yim hli 2023, tag nrho cov tsev kawm ntawv yuav tau qhab nia YOG, nyob rau txhua txhua qhov rau xya qhov zoo tshaj plaws muaj tag nrho kev ua txheeb		




	<p>saib xyuas ua tau hauj lwm rau muaj tag nrho chaw kawm ntawv nyob nrog MTSS.</p>	<p>nrhiav tau nyob rau FUSD muaj tag nrho cov cuab yeej.</p>		<ul style="list-style-type: none"> • DPI
	<p>Txhab ntau ntxiv naj npawb rau cov tub/ntxhais kawm ntawv muaj tag nrho li nyob rau cov chav kawm preschool.</p>	<p>Cajj Nplooj Zeeg rau Yim hlis 2025 tag nrho cov tsev kawm ntawv preschool yuav npaj muaj tag nrho cov cib fim rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm.</p> <ul style="list-style-type: none"> • 2019-2020, Luj Ntsuas Nce Txhawb muaj tag nrho (Practices Grant) ua hauj lwm mus rau kev nthuav ntxiv rau 4 GE cov preschools qhov thawb nyob rau kev qhia ntawv tsi ntsees tau npaj rau. • 2020-2021, Kev txheeb nrhiav tau ib GE muaj tag nrho preschool nyob rau txhua thaj tsam (region) nrog thawb mus nyob rau muab kev qhia ntawv tsi ntsees rau thiab tus neeg pab qhia ntawv tau Kev Kawm Ntawv Tshwj Xeeb. • 2020-2021, Txheeb nrhiav tau GE preschool nyob rau 3 tawm ntawm 7 thaj tsam (regions) rau muaj ob-tug xib hwb sib pab qhia ntawv rau. • 2021-2022 Kev txheeb nrhiav tau mus txog rau 		


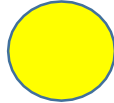
		<p>peb GE muaj tag nrho cov preschool nyob rau txhua txhua thaj tsam nrog thawb mus nyob rau muab kev qhia ntawv tsi ntsees thiab tus neeg pab qhia ntawv rau kev kawm ntawv tshwj xeeb.</p> <ul style="list-style-type: none"> • 2021-2022 Kev txheeb nrhiav tau GE preschool nyob rau 6 tawm ntawm 7 thaj tsam (regions) rau muaj ob tug-xib hwb sib pab qhia ntawv rau. • 2022-2024 Txheeb nrhiav tau mus txog 4 GE muaj tag nrho cov preschool nyob rau txhua thaj tsam nrog thawj mus nyob rau muab kev qhia ntawv tsi ntsees rau thiab tus neeg muab kev qhia ntawv pab rau kev kawm ntawv tshwj xeeb. • 2022-2023, Kev txheeb nrhiav tau 2 GE preschool nyob rau 3 tawm ntawm 7 thaj tsam (regions) rau muaj ob tug xib hwb-sib pab qhia ntawv rau. • 2023-2024, Kev txheeb nrhiav tau 2 GE preschool nyob rau 5 tawm ntawm 7 thaj tsam (regions) rau muaj ob tug xib hwb-sib pab qhia ntawv rau.. 		
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		<ul style="list-style-type: none"> • 2023-2024, Kev txheeb nrhiav tau 2 GE preschool nyob rau thaj tsam 6 tawm ntawm 7 rau muaj ob tug xib hwb-sib pab qhia ntawv rau. • 20204-2025, Kev txheeb nrhiav 2 GE preschool nyob rau 6 tawm ntawm 7 thaj tsam (regions) rau muaj ob tug xib hwb-sib pab qhia ntawv rau. 		
	Tsim muaj ib qho cuab yeej (tool) rau txhawb cov tsev kawm ntawv nyob rau muaj tag nrho ntau ntxiv cov tub/ntxhis kawm ntawv nyob rau qhov chaw muab tso kawm ntawv txhua yam (General Education).	Yim hli 2021, xav ua thiab ua kom muaj txawm peem rau tag nrho stakeholders lub FUSD muaj tag nrho cov kev phau ntawv qhia muaj kev pab.		
5c. Sau Tej Kev Xav Hais Tias Ua Tau (Written Expectations)	Npaj kev qhia rau cov tsev kawm ntawv nyob rau kev ua rau cov kev ua tau tsim muaj rau txhawb nce tu sk awm ntawv kev ua tau zoo thiab kev coj tau zoo.	Txhua txhua xyoo, npaj kev cob qhia kev xyaum sib txawv hais txog tus kawm ntawv kev ua tau zoo thiab kev coj tau zoo.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Supervisors of Schools • Site Principals • RIMs • SPED Counselor • SPED CIPL Team • Goal 2
	Tsim muaj thiab kev hais tej kev xav hais tias ua tau rau cov thawj xib hwb nyob rau kev txhawb nce muaj tag nrho cov kev ua rau cov dej num tsis yog-kev kawm thiab kev txawv-sab nrauv.	Yim hlis 2020, tag nrho cov tub/ntxhais kawm ntawv yuav muaj lub cib fim rauua nyob rau tag nrho cov dej num tsis yog-kev kawm thiab kev kawm txawv-sab nrauv (i.e. Award assemblies, 6 th grade camp, Grad Night).		

		Txhua txhua quarter, kev saib xyuas thiab kev piav qhia cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm Hom Phiaj 2 cov lus hais qhia kev ua. Yog hais tias ua tau, tsim muaj cov kev ua li xav hais tias ua tau raws cov kev hais kom ua.		
	Tag nrho secondary master sij hawm muab ua ntej rau tus kawm ntawv tej kev xav tau li yog sau tseg cia nyob rau Individualized Education Plan (IEP) kom paub tseeb nkag tau mus rau kev kawm ntawv txhua yam cov chav kawm.	Txhua txhua xyoo, npaj kev cob qhia kev xyaum txawj paub rau tsev kawm ntawv cov counselor kom paub tseeb nkag mus tau rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm yuav kawm kev kawm ntawv txhua yam cov chav kawm.		
	Muab teeb tej kev xav hais tias ua tau thiab kev sib tham cev lus rau tag nrho stakeholders tias cov neeg muaj kev kawm ntawv txhua yam thiab tshwj xeeb kawm nyob rau Professional Learning Communities tej kev ua rau ua hauj lwm ua ke hais txog kev qhia thiab rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).	Yim hli 2020, tag nrho cov xib hwb qhia ntawv tshwj xeeb yuav ua nrog kev kawm ntawv txhua yam cov xib hwb nyob rau Professional Learning Communities. <ul style="list-style-type: none"> • Taug qab xyuas district kev xav hais tias ua tau rau PLC txheej txheem • Ua hauj lwm ua ke kom paub tseeb nkag tau mus rau Guaranteed Viable Curriculum rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities) 		

<p>5d. Kev Cob Qhia Kev Xyaum Txawj Paub thiab Kev Cob Qhia Niam Txiv Sib Txawv</p> <p>(Differentiated Professional Learning and Parent Training)</p>	<p>Tsim kev cob qhia kev txawj paub siv (High Quality Professional Learning) (HQPL) cov kev qhia rau tag nrho stakeholders nyob rau seem yog MTSS, UDL, thiab Muaj Tag Nrho Cov Kev Ua.</p>	<p>Txhua txhua xyoo, npaj kev coj qhia kev txawj paub nyob rau cov seem rau MTSS, UDL, thiab muaj tag nrho cov kev ua rau tag nrho stakeholders.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • MTSS Pab Thawj Coj • Supervisors of Schools • SPED CIPL Team • Parent University • Early Learning
		<p>Kev Kawm Ntawv Tshwj Xeeb (Special Education) yuav muab ntau cov kev pab nyob rau cov seem yog MTSS, UDL, thiab muaj tag nrho cov kev ua rau tau tsim muaj Cov Neeg Saib Xyuas rau Cov Tsev Kawm Ntawv (Supervisors of Schools) (SOS) kom yog muaj tag nrho nyob rau txhua txhua hli thawj coj ntawv xov xwm (admin newsletter).</p>		
		<p>Txhua txhua xyoo, rov qab xyuas dua thiab rov qab sau dua npaj kev cob qhia kev xyaum txawj paub raws li nyob rau cov lus hais qhia los ntawm cov kev tshuaj xyuas kev coj qhiab kev txawj paub.</p>		
	<p>Nthuav ntxiv cov chav kawm rau txaus siab nyob rau seem yog muaj tag nrho cov kev ua rau cov niam txiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/taus muaj peev xwm mus rau Parent University tej kev ua.</p>	<p>Txhua txhua xyoo, nyob rau kev ua hauj lwm ua ke nrog Parent University, tau nthuav ntxiv daim ntawv teev hli tus neeg ua hauj lwm ua tau rau cov niam txiv nyob rau seem og muaj tag nrho cov kev ua li yog lwm cov kev tsis taus/taus muaj peev xwm (disabilities).</p>		

	Muaj zoo dua qub ntxiv nyob rau kev ua hauj lwm ua ke nyob nruab nrab Kev Xyaum Ntxov thiab Kev Kawm Ntawv Tshwj Xeeb (Early Learning and Special Education) nyob rau seem yog muaj tag nrho li cov preschool, muaj ntau cov kev xaiv kawm xyaum ntxov rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus, thiab SPED cov kev ua hauj lwm pab cuam tau npaj nyob rau qhov chaw Kawm Ntawv Txhua Yam (GE).	Txhua txhua xyoo, nyob rau kev ua hauj lwm ua ke nrog Kev Xyaum Ntxov (Early Learning) npaj kev xyaum ntxov rau preschool stakeholders nyob rau seem muaj tag nrho cov kev ua.		
5e. Kev Piav Qhia Cov Lus Hais Qhia Khaws Tseg thiab Cov Lus Hais Qhia (Data Analysis and Reports)	Kev txheeb nrhiav tau cov loj tsis zoo sib txawv siv plhom sij muaj li cas kom zoo dua nkag siab zoo seb tej pawg sib txawv li cas muaj cov kev xaiv ua tag nrho yog ua tsis zoo nrog district cov kev ua.	Rau hli 2019, tsim muaj qhov cuab yeej (tool) (Power BI) nyob rau kev ua khub nrog Equity thiab Access kom paub tseeb tias cov lus hais piav qhia txhawb rau Kev Kawm Ntawv Tshwj Xeeb nyob rau hais txog rau Qhov Chaw Muaj Kev Txwv Tsawg Tshaj (Least Restrictive Environment) thiab cov lus hais qhia tus kawm ntawv kev ua tau zoo.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Equity and Access Department • Supervisors of Schools • Site Admin • RIMs
		Txhua txhua hli, Tsev Kawm Ntawv Thawj Tswj thiab RIMs ua hauj lwm ua ke rau tsim muaj thiab cov kev npaj ua ntau tshaj li muaj tag nrho cov cib fim rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities). RIMs rau muaj tag nrhoi ua raws li tej kev ua nyob rau cov lus hais qhia txhua hli.		

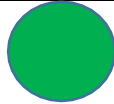
5f. Kev Saib Xyuas thiab Kev Saib Xyuas Ua Tau Hau (Monitoring and Accountability)	Xav hais tias tag nrho cov thawj xib hwb yuav muab kev saib xyuas rau saib xyuas tag nrho kev kawm ntawv tshwj xeeb nyob rau lawv cov tsev kawm ntawv thiab xav hais tias cov superintendents muab kev qhia ntawv rau yuav tuav cov thawj xib hwb kev ua tau hauj lwm rau kev saib xyuas ua hauj lwm. <ul style="list-style-type: none"> • Saib cov lus hais qhia • Qhia ua ntu zus mus thoob • Kev sib tham cev lus ua ntu zus thiab cov lus hais qhia rov qab 	Cov neeg muab kev saib xyuas rau Cov Tsev Kawm ntawv muaj tag nrho Kev Kawm Ntawv Tshwj Xeeb cov lus hais qhia nyob rau cov rooj sib tham nrog Cov Thawj Xib Hwb muaj tej kev xav hais tias ua tau rau raws li cov kev hais kom ua.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Equity and Access Department • Supervisors of Schools • Principals
	Raws li nyob rau lub tsev kawm ntawv kev soj ntsuam tshau-tus kheej rau muaj tag nrho cov tsev kawm ntawv cov kev ua yuav tau muab kho cov hom phiaj nyob rau lub tsev kawm ntawv ib txoj kev npaj rau tus kawm ntawv kev ua tau zoo (single plan for student achievement) (SPSA) nyob ib puag ncig muaj tag nrho kev kawm ntawv.	Txhua txhua xyoo, tag nrho tsev kawm ntawv cov (SPSA) yauv muaj tag nrho cov hom phiaj tau muab los ntawm kev txheeb nrhiav tau cov seem nyob rau kev soj ntsuam tshau-tus kheej rau muaj tag nrho cov kev ua.		



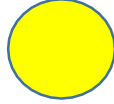
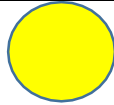
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Instruction and Supports

CGCS Recommendation 6



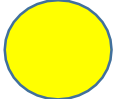
Assistive Technology and Augmentative and Alternative Communication (AT/AAC)


Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
6. Thoob Plaws-District Tej Khoom Hluav Taws Xob thiab Hom Kev Sib Tham thiab Kev	Txhua txhua xyoo muab luj ntsuas qhov Assistive Technology (AT) pab neeg muab tso ua ke thiab loj me, tau muab cov kev thov nws tau npauj rau muab txiav txim nuaj nqis cov kev pab tam	Txhua txhua xyoo, yuav tau piav qhia thiab ua rau AT thiab AAC cov ntawv thiab khoom hluav taws xob yuav tsum muaj txaus rau cov tub/ntxhais kawm ntawv		<ul style="list-style-type: none"> • SPED Cov Thawj Coj • Assistive Technology Team

<p>Xaiv Sib Tham Cev Lus</p> <p>(District-wide Assistive Technology (AT) and Augmentative and Alternative Communication) (AAC)</p>	<p>sim no yog zoo tau txaus li tej kev xav tau. Raws li nyob rau qhov kev muab luj ntsuas li kev tsim muaj:</p> <ul style="list-style-type: none"> • Cov Hom Phiaj Xyoo • Xav tau rau kev npaj ntau ntxiv, cuab yeej, thiab lwm cov kev pab • Yuav tsum muaj kev cob qhia kev txawj paub/cov cib fim kev cob qhia 	<p>muaj tej kev tsis taus/tsis muaj peev xwm.</p>		
		<p>Xya hli 2020, siv district inventory system rau AT kev qiv nyob library.</p>		
		<p>Txhua txhua xyoo, muab luj ntsuas AT pab neeg muab tso ua ke thiab ua FTE cov kev pom zoo muab kev txuag nyiaj.</p>		
		<p>Txhua txhua xyoo, ceev ua qhov kev tshuaj xyuas rau txheeb nrhiav tau tej kev xav tau rau cov xib hwb leej twg muab kev saib xyuas rau qhov kev xav khor au AT nyob rau qhov IEP.</p>		
		<p>Txhua txhua xyoo, tsim muaj kev cob qhia xyaum kev txawj paub rau txaus tej kev xav tau rau cov xib hwb muab kev saib xyuas ua hauj lwm rau AT tau txheeb nrhiav tau nyob rau IEPs.</p>		

**Driver 3
Instruction and Supports**

**CGCS Recommendation 7
Secondary Transition Activities and Service**


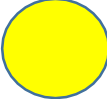
Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>7. Theem Siab Kev Hloov P auv Cov Dej Num thiab Kev Ua Hauj Lwm Pab Cuam</p> <p>(Secondary Transition Activities and Service)</p>	<p>Tsim muaj nyob nruab nrab cov districts muaj ntau theem siab kev hloov pauv cov kev kawm kom zoo dua qub ntxiv txhawb rau kev hloov, kev npaj cov dej num, thiab paub qhov dav dav rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/taus muaj peev xwm (disabilities).</p>	<p>Txhua txhua quarter, nyob rau kev ua hauj lwm ua ken rog College Career Readiness (CCR) rov qab xyuas dua lub tsev kawm ntawv tej kev xav hais tias ua tau rau college yuav los tom ntej no lossis tej kev tshwm sim muaj nyob rau qib siab kom paub tseeb cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/taus muaj peev xwm yog muaj tag nrho nyob rau tej kev muaj tshwm sim no. .</p> <ul style="list-style-type: none"> Tus kawm ntawv cov lus hais qhia kev ua khaws tseg nyob rau txhua qhov kev tshwm sim thiab rov qab xyuas dua cov rooj sib tham txhua txhua quarter. 		<ul style="list-style-type: none"> SPED Pab Thawj Coj CCR Department Counselors SPED Counselor SPED CIPL Team
		<p>Txhua txhua xyoo, ceev ua qhov kev tshuaj xyuas rau txheeb nrhiav tau tej kev xav tau rau cov xib hwb leej twg muab kev saib xyuas ua rau kev hloov pauv cov dej num thiab cov kev hauj lwm pab cuam.</p>		
		<p>Txhua txhua xyoo, tsim muaj kev npaj cob qhia kev txawj paub kom tau txaus li xav tau rau cov xib hwb thiab cov counselors nyob rau kev hloov pauv cov dej num, cov kev txhawb, thiab cov kev ua hauj lwm pab cuam.</p>		







		Nyob rau lub Rau hli 2021, ua tau txaus tsi ntsees xeev kev ua feem pua rau muaj-qib siab cov tub/ntxhais kawm ntawv leej twg tau rau npe kawm nyob rau kev kawm ntawv siab raws li cov neeg hais qhia 13 tawm ntawm 14 nyob rau qhov txwm xyoo xeev kev ua hais qhia.		
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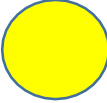
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**Driver 3
Instruction and Supports**

**CGCS Recommendation 8
Parent Support and Engagement**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>8a. Thoob Plaws District Cov Kev Muab Tswv Yim Rau Niam Txiv (Districtwide Parent Advisories)</p>	<p>Rov qab xyuas dua tag nrho tej pab neeg rau district advisory uas muaj tag nrho cov niam txiv (e.g., District Advisory Committee lossis Parent University Leadership Academy) thiab muab soj ntsuam tshau ntau tshaj rau qhov twg lawv muaj tag nrho cov niam txiv rau cov tub/ntxhais kawm ntawv tau txais kev kawm ntawv tshwj xeeb thiab sib tham qhia cov lus hais qhia paub nrog Community Advisory Committee.</p> <ul style="list-style-type: none"> Yaum cov niam txiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm rau ua nyob rau district advisory committees. 	<p>Xya hli 2020, nyob rau kev ua hauj lwm ua ke nrog district advisory committees thiab Parent University kev ua kev soj ntsuam tshau rau cov niam txiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm (disabilities).</p>		<ul style="list-style-type: none"> Executive Director Parent University
		<p>Raws li nyob rau kev ua cov lus khaws tseg, nrog lub Yim hli 2020, tsim muaj thiab ua tej tswv yim rau muaj tag nrho cov niam txiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm nyob rau thoob plaws district tej pab neeg muab kev qhia niam txiv.</p>		
		<p>Txhua txhua ob-xyoo, niam qhuav pi blub Kaum Ob hlis 2020, nyob rau kev ua hauj lwm ua ke nrog district advisory committees thiab Parent University tus saib xyuas thiab piav qhia cov niam txiv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/tsis muaj peev xwm ua/kawm nyob rau district advisory committee cov lus hais qhia khaws tseg. Yog hais tias ua tau, tsim muaj tej kev xav hais tias ua tau rau raws li tej kev hais kom ua.</p>		

8b. Community Advisory Committee (CAC) Kev Ua	Txhab Ntau Ntxiv Niam Txiv Paub rau Community Advisory Committee (CAC) cov rooj sib tham thiab cov dej num.	Yim hli 2020, CAC txhawb nce cov ntaub ntawv yuav tsum muaj txawm peem rau kev muab tseb tawm rau tag nrho stakeholders.		<ul style="list-style-type: none"> Executive Director CAC board
	<ul style="list-style-type: none"> Siv district kev sib tham cev lus rau txhawb CAC Paub tseeb cov lus hais qhia yog tau muab tso tawm nyob rau tag nrho cov tsev kawm ntawv. Tsim muaj CAC txhawb cov ntaub ntawv. 	Txhua txhua ob-lub hlis, siv district kev pab fab lust eb rau cov lus hais qhia paub sib tham cev lus hais txog CAC cov rooj sib tham.		
		Niam qhuav pib lub Peb hlis 2020, CAC cov ntawv hais qhia paub rooj sib tham yuav tsum tau muab tshaj tawm nyob rau District social media website.		
		Txhua txhua hli ua hauj lwm ua ke nyob nruab nrab Executive Director thiab CAC pab neeg rau txheeb nrhiav tau thiab tsim muaj txhua yam kauj ruam ntau ntxiv rau txhab ntau ntxiv niam txiv muaj ua, cov ntsiab lus thiab cov neeg tuaj hais lus rau CAC Cov Rooj Sib Tham. Executive Director mam hais qhia cov kev muaj tshwm sim tuaj rau SPED Leadership Team tom qab klag txhua lub rooj sib tham.		
		Txhua txhua xyoo nyob rau qhov niam qhuav pib rau tsev kawm ntawv txhua txhua xyoo, tsim muaj thiab muab tseb tawm CAC rooj sib tham cov hnuv tim rau stakeholders		
8c. Cov dej num ntau ntxiv rau txhawb niam txiv kev raus tes ua	Paub tseeb li hauv qab no: <ul style="list-style-type: none"> IEP pab neeg cov rooj sib tham muaj tag nrho niam txiv lub suab lus 	Tshawb Nug txhua tus niam txiv tom qab IEP		<ul style="list-style-type: none"> SPED Pab Thawj Coj Program Manager III RIMs


(Additional activities to support parent involvement)	<ul style="list-style-type: none"> IEP thiab lwm cov ntaub ntauv sau tseg yog tau muab txhais nyob rau lub sij hawm teeb tesg 	Siv qhov tshawb nug cov qhab nia rau rov qab xyuas dua thiab rov qab muab sau dua cov kev pab thiab kev cob qhia kev txawj paub		<ul style="list-style-type: none"> Case Managers
		Plaub hlis 2020 ua muaj txawm peem qhov kev pab niam txiv section nyob rau Special Education website.		
		Rau hli 2021, 90% rau Kev Kawm Ntawv Tshwj Xeev tus neeg ua hauj lwm yuav tau txais Kev Cob Qhia Xyaum Kev Txawj Paub (Professional Learning) nyob rau kev qhia IEPs ua ntej rau txhawb niam txiv kev ua hauj lwm.		
		Txhua txhua quarter, saib xyuas qhov txhais lus sau tseg kom paub tseeb li teeb sij hawm rau muab kev txhais IEP. Yog hais tias ua tau, tsim muaj tej kev xav hais tias ua tau rau raws tej kev hais kom ua.		



Driver 4

Organizational Supports





CGCS Recommendation 9



Organization and Collaboration of Central Office Personnel

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
9a. Interdepartmental Muab Kev Txiaiv Txim Siab	Qee kom tsawg kev nkag mus rau chaw ua hauj lwm ua ke (Maximize interdepartmental collaboration) ua ntej yuav siv	Caij Nplooj Zeeg 2020, nws yuav tsum yog Special Education Department kev sawv cev nyob rau tag nrho kev nkag mus rau chaw ua		<ul style="list-style-type: none"> SPED Pab Thawj Coj

(Interdepartmental Decision Making)	ntau zoo rau kev sib tham cev lus khaws tseg.	hauj lwm (interdepartmental) cov rooj sib tham.		
		Special Education Department kev sawv cev yuav sib tham qhia cov lus hais qhia paub kev nkag mus rau chaw ua hauj lwm txhua hli nrog Kev Kawm Ntawv Tshwj Xeeb Pab Thawj Coj (SPED Leadership Team), rau tsim muaj kev ua thiab kev npaj sib tham cev lus rau stakeholders.		
9b. Muab Kev Khaws Cia Ib Tog Zus Mus Ib Yam thiab Muab Tso Ua Ke (Organizational Alignment and Coherence)	Yuav muab rub ntau tshaj plaws li ua tau, ib yam li tag nrho central office department cov neeg ua hauj lwm rau tej pab rau cov tsev kawm ntawv.	Txhua txhua xyoo, rov qab xyuas dua tahib rov qab muab sau dua Kev Kawm Ntawv Tshwj Xeeb (Special Education) cov neeg ua hauj lwm rau ib yam rau txhawb cov tsev kawm ntawv raws li nyob rau district kev ua hauj lwm ib tog zus mus.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Health Services

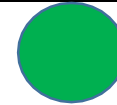
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Organizational Supports				
CGCS Recommendation 10				
Special Education Organization				
Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab

10a. Kev Kawm Ntawv Tshwj Xeeb Muab Teeb Ua Ib Tog Zus Mus (Special Education Organization)	Teeb ib tog zus mus raws li kev kawm ntawv tshwj xeeb cov hauj lwm kom kev txhawb zoo dua lub chaw ua hauj lwm (department) lub zeej muag ua hauj lwm, kev ua hauj lwm, cov lus cog tseg, thiab kev pab rau cov tsev kawm ntawv.	Txhua txhua xyoo, ua dua tshiab Special Education Department Website rau txoj kev tseem ceeb muaj cov qauv qhia kev ua hauj lwm mus ntxiv, zeem muag, cov lus sib cog ua, cov hom phiaj, thiab kev teeb ib tog zus mus.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Health Services
	<ul style="list-style-type: none"> • Executive Director • Health Services Director • Program Manager III 	Txhua txhua xyoo, kev piav qhia tom qab ua zoo nyob rau district thiab department cov hom phiaj, rov qab xyuas dua thiab rov qab sau dau Kev Kawm Ntawv Tshwj Xeeb thiab Cov Kev Pab Cuam Kev Noj Qab Haus Huv (Special Education and Health Services) organizational chart, roles, responsibility, and programmatic areas.		
		Txhua txhua xyoo, muab luj ntsuas Program Manager III cov kev ua hauj lwm thiab cov kev saib xyuas ua hauj lwm thiab muab cov kev pom zoo txhuag nyiaj txiag.		
10b. Intradepartmental Coordination	Kev txawj paub zoo sib npaug ib yam thiab kev paub rau Special Education department cov thawj coj rau xyaum ua tau nuj nqis ntau tshaj thiab ua tau zoo npaum li ntau tau.	Txhua txhua xyoo, tom muab iev piav qhia ua tau zoo nyob rau district thiab department cov hom phiaj, rov qab xyuas dua Kev Kawm Ntawv Tshwj Xeeb daim qauv teeb qhia nrog kev nrhiav cov kev ua thiab cov kev saib xyuas ua hauj lwm mus rau sib txig ib yam cov kev pab thiab kev paub zoo rau kev sib zog ua tau zoo npaum li ua tau.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Health Services

<p>10c. Kev Teeb Tseg Li Tej Kev Xav Hais Tias Ua Tau (Organizational Expectations)</p>	<p>Kev teev cov ntsiab lus meej meej department tej kev xav hais tias ua tau nyob rau cov seem li hauv qab no:</p> <ul style="list-style-type: none"> • Kev Paub Zoo (Expertise) • Kev Nrhiav Tau Cov Kev Ua • Kev Ua Hauj Lwm Zoo Dua • Cov Lus Hais Qhia Rov Qab Sib Qhia Mus Los • Sib Tham Cev Lus 	<p>Rau hli 2020, nyob rau kev ua hauj lwm ua ke nrog tus Xib Hwb Hauj Lwm Tshiab (New Teacher Project (TNTP)), tsim muaj kev npaj Kev Cob Qhia Xyaum Kev Txawj Paub rau ua kom tau nuj nqis zoo ntau rau RIMs, uas muaj tag nrho:</p> <ul style="list-style-type: none"> • Nrhiav tau lub ntsiab RIM txoj kev ua hauj lwm • Kev Qhia Ntawv Tau Zoo siv district Kev Qhia Muab Kev Qhia Ntawv Li Cas (district Instructional Practice Guide) • Txhab ntau ntxiv kev ua hauj lwm ua ke nrog qhov chaw Cov Thawj Coj (Site Administrators) 		<ul style="list-style-type: none"> • SPED Kev Ua Thawj Coj • RIMs • Site Leaders • Supervisors of Schools
		<p>Yim hli 2020, nyob rau kev ua hauj lwm ua ken rog Tus Xib Hwb Hauj Lwm Tshiab (The New Teacher Project (TNTP)), tsim muaj kev npaj cob qhia kev txawj paub kev xyaum rau tsim muaj kev ua tau nuj nqis zoo rau RIMs, uas muaj tag nrho:</p> <ul style="list-style-type: none"> • Tsim kev muab cob qhia ntawv rau lub chav kawm tau nuj nqis los ntawm tus xib hwb cov lus hais qhia ncaj qha rov qab, kev ua khub nrog qhov chaw cov thawj coj nyob rau tus xib hwb ua, thiab kev soj ntsuam tshau xib hwb kev tsim muaj li tej kev xav tau • Xyaum ntxiv kev txawj thiab paub li yog lawv muaj feem ua tswv cuab rau kev pauv tau nuj 		





nqis zoo nrog kev sib cog ua nyob rau kev xyaum txawj paub lossis cov cib fim tau ua hauj lwm xav tsi ntsees nyob rau kev yooj yim stakeholder, kev siv cov lus hais qhia tswv yim, kev kub siab thiab kev xyaum ua tau


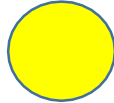


Yim hli 2021, nyob rau kev ua hauj lwm ua ken rog Tus Xib Hwb Qhov Hauj Lwm Tshiab (The New Teacher Project (TNTP)), Tsim muaj ib txoj kev npaj muaj peev xwm tau zoo tias yuav xav tsi ntsees nyob rau FUDS lub zeem muag rau tag nrho, sib npaug ib yam tus RIMs thiab lwm cov kev pab rau npaj kev txhawb ib tog zus mus, raws li nyob rau cov hauj lwm tseg rau txoj kev npaj tswv yim (strategic plan) tau tsim muaj nyob rau 2020-2021.



**Driver 4
Organizational Supports**

**CGCS Recommendation 11
Student-Personnel Ratios**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>11. Tus Kawm Ntawv Cov Neeg Ua Hauj Lwm Muaj Li Cas</p> <p>(Student Personnel Ratios)</p>	<p>Rawv li nyob rau tus kawm ntawv xav tau thiab txwm xyoo tus kawm ntawv cov kev ua hauj lwm, ua hauj lwm rau Kev Kawm Ntawv Tshwj Xeeb thiab cov kev ua hauj lwm zoo ib yam cov neeg ua hauj lwm nyob rau cov naj npawb zoo rau nqa tawm lawv tej kev saib xyuas ua tau hauj lwm.</p>	<p>Txhua txhua xyoo, rov qab xyuas dua Kev Kawm Ntawv Tshwj Xeeb cov kev ua hauj lwm, caseloads, thiab lub coob/tsawg kom paub tseeb kev them nyiaj rau tus neeg ua hauj lwm zoo phim rau.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • RIMs • Health Services
<p>11a. Hais Txog Cov Hauj Lwm Tsis Muaj Neeg Ua</p> <p>(Address Vacant Positions)</p>	<p>Cia Rau Human Resources thiab Special Education cov neeg ua hauj lwm rov qab xyuas dua tam sim no thiab muaj tshwm cov hauj lwm tsis muaj neeg ua hauj lwm tsi ntsees nruab nrab Cov Neeg Pab Qhia Ntav, Cov Kwv Ntsuas Mob, thiab Cov Xib Hwb Qhia Hais Lus (Paraeducators, Nurses, and Speech/Language Pathologists) thiab tsim muaj tej tswv yim tias txhab tau ntau ntxiv tus neeg muab tso ua ke thiab zoo rau kev ntiav.</p>	<p>Kaum Ib hlis 2018 rov sau dua Kev Sib Koom/Kev Ntsawv Siab thiab Hlwb Tsis Tsua Meej Pem G30 (Social/Emotional and Autism G30) kev piav qhia rau rau ib yam nkaus rau cov kev saib xyuas ua hauj lwm tam sim no.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Human Resources
		<p>Kev Kawm Ntawv Tshwj Xeeb thiab HR (Special Education and HR) rau soj ntsuam tshau tsis tu ncuav Kev Kawm Ntawv Tshwj Xeeb cov lus hais qhia seem thiab hais lus rau Special Education Assistant Superintendent.</p>		
		<p>Txhua txhua xyoo, Kev Kawm Ntawv Tshwj Xeeb thiab HR (Special Education and HR) yuav tsim muaj txoj kev npaj rau txhab ntau ntxiv kev yaum thiab kev rov qab muaj mus ntxiv rau Cov Neeg Pab Qhia Ntawv.</p>		




		Txhua txhua xyoo, Kev Kawm Ntawv Tshwj Xeeb thiab HR (Special Education and HR) yuav tsim muaj txoj kev npaj ua rau txhawb ntau ntxiv kev yaum thiab kev rov ua mus ntxiv rau cov Kws Ntsuas Mob.		
		Txhua txhua xyoo, Kev Kawm Ntawv Tshwj Xeeb thiab HR (Special Education and HR) yuav tsim muaj txoj kev npaj yaum ntau ntxiv thiab kev ua mus ntxiv rau Cov Xib Hwb Qhia Kev Hais Hom Lus (Speech Language Pathologists).		
11b. Ntiav Cov Neeg Pab Qhia Ntawv Cov Hauj Lwm (Fill Para Educators Positions)	Nyob rau kev ceev tswj nrog human resources thiab CSEA ceev ua qhov kawm txog rau tus neeg pab qhia ntawv cov chaw ua hauj lwm seem, rov qab xyuas dua qhov muab tshais tawm thiab kev ua ntiav, thiab tseem ceeb muab kev tsav kho cov cai thiab cov kev ua, los ntawm qhov kev sib khom ua.	Kaum Ib hlis 2018, nyob rau kev ua hauj lwm ua ke nrog HR, tuav Kev Kawm Ntawv Tshwj Xeeb muab kev qhib ua hauj lwm rau tus neeg ua hauj pab qhia ntawv rau ntiav nyob rau txoj hauj lwm seem them sab nrauv.		<ul style="list-style-type: none"> • SPED Pab Neeg Thawj Coj • Human Resources • SPED CIPL Team
		Nyob rau kev ua hauj lwm ua ke nrog HR, tuav qhov kev qhib qhia hauj lwm rau tus neeg pab ua hauj lwm rau ua Kev Kawm Ntawv Tshwj Xeeb cov hauj lwm seem tsis muaj neeg ua nyob rau them sab nrauv, li yog zoo phim.		
		Yuav pab nrog kev rov qab ua mus ntxiv rau cov neeg ua hauj lwm pab, district yuav npaj kev cob qhia zoo tias muaj tag nrhoi, kev coj, kev paub kab lis kev cai coj, nyob nrog cov	Txhua txhua xyoo, tsim muaj txoj kev npaj cob qhia kev txawj paub rau cov neeg pab ua hauj lwm.	



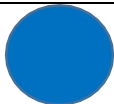
	yuav tau kawm thiab muab kev qhia ntawv rau.			
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**Driver 4
Organizational Supports**

**CGCS Recommendation 12
School-based Administration of Special Education**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>12a. Thawj Xib Hwb Kev Ua Thawj Coj</p> <p>(Principal Leadership)</p>	<p>Kev sib tham cev lus qhov kev xav hais tias ua tau tias txhua tus Thawj Xib Hwb (Principal) yuav ntaus thawj thiab tus ceev tswj qhov kev ua rau Kev Kawm Ntawv Tshwj Xeeb (Special Education) nyob rau tus tub/tus ntxhais tsev kawm ntawv, muaj tag nrho kev npaj pom dhau rau tus neeg pab ua hauj lwm tej kev ua.</p>	<p>Txhua txhua xyoo, nyob rau kev ua hauj lwm nrog Cov Neeg Saib Xyuas (Supervisors) rau Cov Tsev Kawm Ntawv xa tawm kev sib tham cev lus tau meej meej hais txog pom dhau rau qhov chaw kev kawm ntawv tshwj xeeb cov kev kawm thiab tus neeg ua hauj lwm.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Supervisors of Schools • RIMs • Principals
		<p>Txhua txhua xyoo, nyob rau qhov niam qhuav pib rau txhua txhua lub tsev kawm ntawv xyoo, Regional Instructional Managers ua tau txaus nrog Cov Xib Hwb (Principals) kom rov qab xyuas dua Thawj Xib Hwb hnab ntawv thiab tej kev xav hais tias ua tau.</p>		
	<p>Tshuaj xyuas cov thawj xib hwb rau muab txiav txim tej kev xav tau xyaum kev txawj paub (piv txwv muaj kev tsim nyog txaus tau txais, txhua tus kawm ntawv tej kev xav tau, tej) thiab npaj ua mus tsis kawg thiab kev cob qhia kev xyaum txawj ntse sib txawv rawsl I nyob rau cov lus hais qhia tshuaj xyuas.</p>	<p>Txhua txhua xyoo, ceev ua qhov kev tshuaj xyuas rau Cov Thawj Xib Hwb rau pab nyob rau kev tsim muaj kev cob qhia kev xyaum txawj paub sib txawv.</p>		

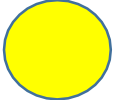



<p>12b. Case Management</p>	<p>Txhawb case managers muaj kev hwm rau ua raws li txoj cai thiab sij hawm teem rau IEPs nrog:</p> <ul style="list-style-type: none"> • Yuav tsum ua lub tsev kawm ntawv IEP rooj sib tham cov ntawv teev hli • Npaj meej meej kev sib tham cev lus rau kev cai li choj yuav kev yuav tsum tau ua rau IEPs. 	<p>Txhua txhua xyoo, chaw Kev Kawm Ntawv Tshwj Xeeb pab neeg ua tag nrho IEP daim ntawv teev hli thiab muab rau Regional Instructional Manager nrog kev txheeb nrhiav sij hawm ua ntu zus.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • RIMs • Site Admin • Health Services • SPED CIPL Team
	<p>Txhua txhua xyoo, hais qhia lub chaw cov thawj saib xyuas hauj paub Tsev Kawm Ntawv Cov Thawj Saib, School Psychologists, Case Managers, Designated Instructional Services (DIS), thiab Nurses rau ua dua tshiab rau cov IEP, mauj tag nrho yuav tsum muaj cov neeg ua, kev sau tseg, thiab cov xub ke ua.</p> <ul style="list-style-type: none"> • Ua dua tshiab district IEP phau ntawv rau ib yam li nrog kev cai li choj yuav tsum tau muaj rau kev sau li txoj cai IEPs. 	<p>Txhua txhua xyoo, hais qhia lub chaw cov thawj saib xyuas hauj paub Tsev Kawm Ntawv Cov Thawj Saib, School Psychologists, Case Managers, Designated Instructional Services (DIS), thiab Nurses rau ua dua tshiab rau cov IEP, mauj tag nrho yuav tsum muaj cov neeg ua, kev sau tseg, thiab cov xub ke ua.</p> <ul style="list-style-type: none"> • Ua dua tshiab district IEP phau ntawv rau ib yam li nrog kev cai li choj yuav tsum tau muaj rau kev sau li txoj cai IEPs. 		
	<p>Txhua txhua xyoo, npaj kev cob qhia kev xyaum txawj paub rau txhawb tsim muaj thiab sau IEPs li txoj cai.</p>	<p>Txhua txhua xyoo, npaj kev cob qhia kev xyaum txawj paub rau txhawb tsim muaj thiab sau IEPs li txoj cai.</p>		


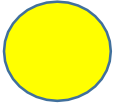
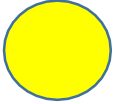
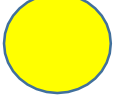



12c. Excessive Caseloads	Rov qab xyuas dua caseloads rau tus neeg ua hauj lwm Designated Instructional Services nyob rau qhov raws li txhua txhua hli raws li muab txiav txim txhua cov kev tsav kho tias yuav tsum tau ua ua ntej cov kev qhia ib yam.	Kaum Ob hlis 2018 tsim muaj txoj cai ob lub hlis rau xam caseload thiab cov feeb ua hauj lwm.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Program Manager III
		Cov lus hais piav qhia txhua txhua hli rau muab txiav txim zoo phim FTE kev them nyiaj thiab kev sib tham cev lus nrog tus neeg ua hauj lwm txoj kev npaj ua nyob nrog sij hawm 2-asthiv.		

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**Driver 5
Compliance and Accountability**



**CGCS Recommendation 13
Compliance Support and Fiscal Issues**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
<p>13a. Tsim muaj txoj kev qhov ua tib txoj kev thiab pom thoob plaws (consistent and transparent system) rau hais txog thiab tus neeg saib xyuas niam tej kev tawm tsam, kev sib kho,</p>	<p>Tsim kom muaj tej kev xav hais tias ua tau thiab tsim qhov kev ua rau kev teb rau cov niam txiv nyob nrog 24-48 xuab moos, siv khas pij tawj sau npe nkag mus hais qhia tej kev tsis txaus siab , piav qhia tej kev txhawj, txheeb nrhiav tau cov ntsiab tseem ceeb rau tsim muaj ntau txoj kev tej tswv yim rau daws tau teeb meem</p>	<p>Quarterly, monitor call log to ensure 100% of calls are responded to within 24-48 hours and resolved.</p>		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Transportation • Fiscal • Operations
<p>IEP ua raws li txoj cai thiab muab kev luj xyuas tawm sab nrauv nrog teeb sij hawm kev hais qhia rov qab</p>	<p>Tsim txoj kev npaj rau kev thauj cov menyuam kawm ntawv muaj tej kev tsis taus/mob ua ntej hais txog cov kev poob qab rau thiab los tom tsev kawm ntawv los thiab yuav paub tseeb kev thauj tsis yog kev tiv thaiv rau kev ua nyob rau muaj nrog-kev yuav tau kawm tej dej num.</p>	<p>Kaum Ib hlis 2018, tsim muaj ib pab neeg muaj ntau yam-kev qhuab qhia rau muab cov lus hais qhia tso ua ke thiab soj ntsuam tshau tej kev ua kev thauj tam sim no.</p>		
		<p>Ua hauj lwm ua ke tsis muaj tsum nrog qhov chaw transportation department thiab vendor rau txheeb nrhiav lub hauv paus ua teeb meem rau qeeb thiab rov qab muab sau dua tshiab kev cog lus kev pom zoo thiab lwm cov teeb meem rau hais txog. Kev Npaj Zoo (Master Plan)</p>		
	<p>Ua zoo dua qub ntxiv nyob nruab nrab muaj Independent Educational Evaluation (IEE) protocol and procedures nyob muaj kev cob qhia kev xyaum txawj paub rau rov qab sau dau txoj kev qhia ua (protocol).</p>	<p>Txhua txhua xyoo, rov qab sau dua thiab cov xub kev ua, thiab ua dua tshiab IEE txoj cai thiab cov xub ke ua, muaj kev cob qhia kev xyaum txawj paub ib yam.</p>		

	Ua zoo dua qub ntxiv special education webpage; ua kom zoo ntau ntxiv nws muaj txuas mus rau tej kev pab.	Yim hli 2020, rov qab muab tsim dua thiab ua kom tau zoo tuaj thiab ua ntau ntxiv special education website.		
	Kev tshawb nrhiav, kev tsim, thiab kev ua txoj kev npaj nyob rau IEP kev sau tseg thiab khaws tseg rau tshuab hlwb hlau, muaj tag nrho Kev Cob Qhia Xyaum Kev Txawj Paub.	Yim hli 2023, kev ua txwm nkaus rau tshuab hlwb hlau khaws tseg rau IEP cov ntaub ntawv.		
13b. Txhuab Ntau Ntxiv Medi-Cal them nyiaj rov qwab thiab hais txog kev ua hauj lwm pab cuam tau xyuas tej teeb meem.	Tshawb nrhiav lwm cov tswv cuab (vendors) muaj Medi-Cal service tracking modules and conduct a cost-effective analysis and ease of use	Kaum Ob hlis 2021, muaj ib pab neeg muaj ntau-cov kev qhia, txheeb nrhiav tau paub Medi-Cal service tracking system.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj Fiscal • Health Services • Medi-Cal Collaboration Committee
		Yim hli 2021, 100 % rau txheeb nrhiav paub cov neeg muab kev npaj yuav sau tseg txhua txhua hli cov kev pab cuam nyob rau kev txheeb nrhiav tau Medi-Cal tracking system.		
	Npaj kev cob qhia ntau ntxiv nyob rau lub district txoj kev ua tam sim no rau txhab ntau ntxiv tus neeg ua hauj lwm tau zoo nyob rau lub sooj sib tham kev hais qhia kev xav hais tias ua tau	Txhua txhua xyoo, tau muab kho Medi-Cal txoj kev taug xyuas kev cob qhia kev xyaum txawj paub nyob rau the Special Education Department professional learning plan.		
	Tshawb nrhiav qhov California Department of Health Care Services (DHCS) LEA Medi-Cal Billing Option Program Regulations/Guidelines and analyze the FUSD's program and Medi-Cal Collaboration Committee's adherence.	Yim hli 2020, kev ua txwm nkaus thiab muab tso ua ke rau DHCS Cov Kev Ua Tau Li Cas /Cov Kev Qhia Ua (Regulations/Guidelines).		
		Txhua txhua xyoo, ua hauj lwm ua ken rog thiab cob qhia Medi-Cal Collaboration Committee thiab Fiscal Services staff on DHCS Regulations/Guidelines.		

**Driver 5
Compliance and Accountability**

**CGCS Recommendation 14
Accountability**

Dab Tsi?	Seb Yog Li Cas?	Metric/Milestone	Ua Tau Zoo	Cov Tswv Cuab
14a. Kev saib xyuas ua tau hauj lwm -kev npaj thiab kev xav ua tau zoo dua ntxiv	Tsim muaj txoj kev piav qhia hais lus ib yam rau Special Education Department cov hom phiaj muaj txawm peem rau tus neeg ua hauj lwm tias muaj peev xwm hais qhai rau yog tam sim no thiab kev ua tau yooj yim.	Tsib hlis 2019, xav ua, kev qhib qhia, thiab npaj kev cob qhia kev xyaum txawj paub nyob rau introduce, and provide professional learning on data analysis system (Power BI).		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Equity and Access Department
14b. Muab kev saib xyuas thiab kev saib xyuas ua tau hauj lwm	Rov xyuas dua thiab rov qab sau dua kev kawm ntawv tshwj xeeb chaw cov hom phiaj rawsl I nyob rau cov qhab nia, nyob ib yam li rau qhov muab kev qhia ntawv , thiab district cov hom phiaj. (special education department goals based on data, in alignment to the instructional division, and district goals).	Txhua txhua xyoo, tsim muaj kev ua tej kauj ruam nrog tsi ntsees rau ua tau zoo special education department goals.		<ul style="list-style-type: none"> • SPED Pab Thawj Coj • Special Education Committee

COV ZAJ LUS TXHAIS
(GLOSSARY)

<p style="text-align: center;">Kev Kawm Ntawv Tshwj Xeeb Kev Ua Thawj Coj (SPED Leadership)</p>	<p>Qhov Chaw SPED Leadership Pab Neeg ua rau tus Assistant Superintendent, Executive Director, thiab Program Manager IIIs. Cov Chaw SPED Leadership Pab Neeg yuav tsum tau npaj, teeb ib tog zus mus, ceev tswv, qhia thiab muab luj ntsuas qhov kev sib txawv rau cov programs, projects thiab cov dej num muaj zoo ib yam rau qhov Special Education Services program rau lub District kom tau txaus tej kev xav tau rau cov cahw nyob rau kev txhawb rau tus kawm ntawv kev ua tau zoo. Npaj kev txawj paub zoo hais txog tau muab tso rau tej kev paub; sau thiab tsim muaj cov cai tau zoo thiab cov xub ke ua rau kev ua tau zoo tau hais cov hom phiaj; tsim muaj thaib muab luj ntsuas cov kev kawm rau Kev Kawm Ntawv Tshwj Xeeb cov tub/ntxhais kawm ntawv yuav paub tseeb ua tau zoo rau npaj cov kev ua hauj lwm pab. Tsim muaj, kev npaj thiab kev ua tej tswv yim cov kev npaj thiab cov dej num ntev thiab luv; tau npaj cov tahwj coj rau lub hom phiaj-qhov kev muab tso rau kev xav ua rau ua nthuav ntxiv ua pov thawj rau tus kawm ntawv kev ua tau zoo nce ntxiv.</p>
<p style="text-align: center;">Qhov Chaw Ua Hauj Lwm Rau Kev Noj Qab Haus Huv (Health Services Department)</p>	<p>Raws li rau tus kawm ntawv kev ua tau zoo dua qub ntxiv tuaj los ntawm kev ceev saib xyuas tau cov kev paub muab rau thiab tej dej num; kev npaj, kev teeb ib tog zus mus, kev ceev tswj thiab qhia rau qhov Health Services rau lub District kom paj sij hawm muab xa tawm rau cov kev pab ua hauj lwm zoo rau tus neeg ua hauj lwm, cov tsev kawm ntawv thiab departments thiab paub tseeb ua tau zoo rau qhov kev nkag siab tsev kawm ntawv health program; rov qab xyuas dua, tsim muaj thiab kev sib tham qhia kev noj qab hauv huv li cov cai rau lwm cov kom paub tseeb nkag siab zoo rau cov kev pab cuam thiab cov kev kev muaj pab (services and programs). Ua hauj lwm nyob rau qab tswj hwm tus leadership of Assistant Superintendent of Special Education</p>
<p style="text-align: center;">Qhov Chaw Equity and Access Department (Equity and Access Department)</p>	<p>Lub ntsiab tsi ntsees rau Equity and Access Department yog rau muab kev kawm ntawv zoo heev los ntawm qhov chaw mus rau hauj lwm nrog cov cib fim kev xyuum zoo dua ntxiv tuaj thiab kev hais txog cov</p>

	<p>kev muaj sib txawv loj tias paub nyob rau kev sib koom tsis tau zoo. Peb mam li muab tso rau qhov tib neeg-chaw, cov cai-hlwb ua rau, thiab nyob tos nyob rau qhov ua hauj lwm ua khub rau tej kev txawv paub zoo uas siv kev ua tau zoo dua ntxiv tuaj ib puag ncig kom txhawb nce tej hom tshiab thiab kev daws tau-tau qhia kev xav thiab kev ua tau zoo heev.</p>
<p>Lub Koos Haum CAC (Community Advisory Committee (CAC))</p>	<p>Lub CAC tsim muaj cov mej zeej sawv cev lub zos. Cov mej zeej muaj tag nrho cov niam txiv, cov xib hwb qhia ntawv tshwj xeeb thiab qhia ntawv txhua yam, psychologists, (cov neeg pab tsawv yim) consultants, cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob, thiab cov neeg sawv cev sib txawv los ntawm cov koos haum rau tsoom fwv thiab xooj tuas (public and private agencies). Lub hom phiaj rau CAC yog yuav muaj feem ua li cov niam txiv, cov tub/ntxhais kamw ntawv, cov xib hwb, cov neeg paub kev kawm ntawv zoo/cov pab tswv yim txaus siab thiab cov mej zeej hauv zos nyob rau kev muab tswv yim qhia qhov SELPA thiab district school boards rau tej kev xav tau kev kawm ntawv rau cov tub/ntxhais kawm ntawv muaj tej kev tsis taus/mob.</p>
<p>Kev Tsim Muaj Thawj Coj (Leadership Development)</p>	<p>The Leadership Development Department npaj cov cib fim thiab cov kev txhawb pab rau kev qhia kev xav, tshiab, thiab mauj cov thawj coj. The Fresno Unified Leadership Standards npaj rau qhov kev ua hauj lwm rau qhov kev cob qhia kev xyaum kev txawv paub. Peb ua hauj lwm yog yuav xav ua ib txoj kev (pipeline) rau muab ntawv pov thawj tsi ntsees rau cov neej ua hauj lwm (certificated employees) rau tsim muaj kev ua thawj coj zoo muaj peev xwm ua tau rau kev ua tau zoo nyob rau ob cov kev ua li thab mab das thiab tiag tiag (informal and formal roles).</p>
<p>Qhov Chaw Department of Prevention and Intervention (Department of Prevention and Intervention)</p>	<p>Fresno Unified School District thiab the Department of Prevention and Intervention supports:</p> <ul style="list-style-type: none"> • Tsim tsa kom muaj tej kev ua khub nrog peb cov tub/ntxhais kawm ntawv thiab lawv cov yim neeg kom ruaj khov. • Ua hauj lwm nrog cov koos haum hauv zos thiab tej kev lag luam rau txhawb tus kawm ntawv kom kawm tau zoo • Paub tej yim neeg rau tsim muaj kev ua hauj lwm pab rau ua tsev kawm ntawv muaj qhov kev paub kawm tau zoo

<p>Qhov Chaw Dimensions of Equity Steering Committee (Dimensions of Equity Steering Committee)</p>	<p>The Dimensions of Equity Steering Committee yog qhov muaj tag nrho departmental pab zej meej tias muaj feem xyuas ua qhov kev sib txawv rau lub district. Pab neeg no tab tom tsim muaj qhov kev nkag siab zoo rau kev paub zoo kab lis kev cai coj ntawm haiv nyob rau kev txhawb pab rau tus neeg ua hauj lwm, cov tub/ntxhais kawm ntawv, thiab tej yim neeg. Pab neeg yuav tsum tau npaj kev qhia rau lub district nyob rau muaj nqi zoo ib yam li rau tej teeb meem thiab cov kev cai.</p>
<p>Qhov Chaw Multi-Tiered System of Supports (MTSS) Leadership Team (Multi-Tiered System of Supports (MTSS) Leadership Team)</p>	<p>The MTSS Leadership Team ua tsis tu ncuu lub district department leaders yog muab kev saib xyuas ua hauj lwm rau kev ceev tswj thiab kev sib tham cev lus tag nrho MTSS tej kev sib zog ua hauj wlm rau lub district.</p>
<p>Pab Neeg Ua Hauj Lwm Ua Ke Medi-Cal (Medi-Cal Collaboration Committee)</p>	<p>The Medi-Cal Collaboration Committee ua tsis tu ncuu rau Director Health Services, Special Education staff, and Community members. Pab neeg muab kev saib xyuas ua hauj lwm rau kev saib xyuas Medi-Cal kev them nyiaj rov qab rau thiab tej kev them nuj nqis (reimbursements and expenditures).</p>
<p>Kev Kawm Ntawv Tshwj Xeeb Pab Neeg (Special Education Committee)</p>	<p>The Special Education Committee yog qhov Sib Koom Ua Hauj Lwm thiab Pab Neeg Kev Ceev Tswj_ nyob ib tog zus mus li yog qhov paub rau tej kev sib kho khom tseg (bargaining negotiations). Pab neeg ua tsis tu ncuu rau 10 tus mej zeej thiab 2 xaiv npaj ua (10 members and 2 alternates). Pab Neeg sib ntsib thiab ua hauj lwm ua ke rau cov chaw kev xyaum zoo tshaj , kev dawb huv, thiab kev ua hauj lwm kom zoo rau cov tub/ntxhais kamw ntawv thiab tus neeg ua hauj lwm. Nyob rau hauv qab no yog qhov kev teev cov ntsiab lus rau ua hauj lwm tias tau muaj nyob rau qhov chaw txij li nws kev tsim muaj nyob rau lub Ob hlis 2018.</p>