

# Consulting for Special Education

Special Education leaders often face challenging situations in helping meet the complex needs of our most vulnerable populations. When timely resolution—or impartial, expert facilitation—is needed, TregoED consulting services can help you develop lasting solutions to some of your most vexing issues.

## Leadership Transitions

*Vacancies and transitions create anxiety, uncertainty, and special pressures. We help new leaders build rapport and teamwork, quickly assess critical issues and problems, and prepare for future success.*

### Key Elements:

- Identify and ensure critical issues are addressed
- Establish goals and measures for success
- Ensure department is organized for success

## Departmental Planning and Effectiveness

*The clarity of a shared vision and action plan helps ensure departments are focused on important goals and working effectively to achieve desired outcomes.*

### Key Elements:

- Develop shared vision
- Set measurable goals and outcomes
- Identify and address barriers to success
- Establish actionable next steps with clear responsibilities, and timing

## Facilitation of Legal and Other High-Stakes Issues

*When critical special education issues are handled effectively, transparently, and collaboratively, students are better served—and districts can minimize exposure and conflicts.*

### Key Elements:

- Prepare for and handle high-conflict situations and decisions—high-stakes IEP meetings, compliance, student placement, interventions
- Create systems and practices which can reduce legal exposure and the escalation of cases through greater transparency, trust, and fidelity
- Fact-based cause-finding for critical discrepancies including student achievement, behavioral issues, staff turnover, etc.

## Implementing Change with Cross-Collaborative Support

*So many Special Education changes and requirements cut across multiple departments. Leaders can increase cooperation, fidelity, and success through more effective planning, collaboration, and communications.*

### Key Elements:

- Define success and its indicators/ measures
- Secure stakeholder concerns and input
- Anticipate barriers and ways to handle them
- Develop implementation and communication plan
- Manage implementation—address barriers and share successes



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## Benefits

Ultimately, use of our **seasoned facilitators**, proven **analytic processes** and **results-driven consulting** services ensures:

- ❑ Timely, practical, lasting solutions to tough issues
- ❑ More effective involvement of and support from key stakeholders
- ❑ Data-driven decision making and defensible conclusions
- ❑ Greater transparency and trust of the process and solutions
- ❑ Practical guidance and plan for effective implementation
- ❑ Access to experienced Special Education staff who have “walked the talk”



Using TregoED consulting has changed the way our team approaches issues and designs solutions. TregoED tools have helped us increase collaboration and communication. Ultimately, we are more effectively meeting the needs of our students with disabilities while leveraging the tools to look at potential opportunities as we expand our footprint.”

Dr. Christopher Nagy, Superintendent,  
Burlington County Special Services School District &  
Burlington County Institute of Technology

## About TregoED

TregoED helps school districts achieve problem-solving and decision-making excellence. Using proven processes delivered via high-quality workshops, consulting, and coaching, we help education leaders make and implement great decisions. Since TregoED’s founding in 1994, our processes have reached over 20,000 education leaders in the U.S. and Canada. TregoED processes are adapted from those developed by Kepner-Tregoe. KT processes have been used by government and Fortune 1000 companies in 44 countries for over 60 years.