

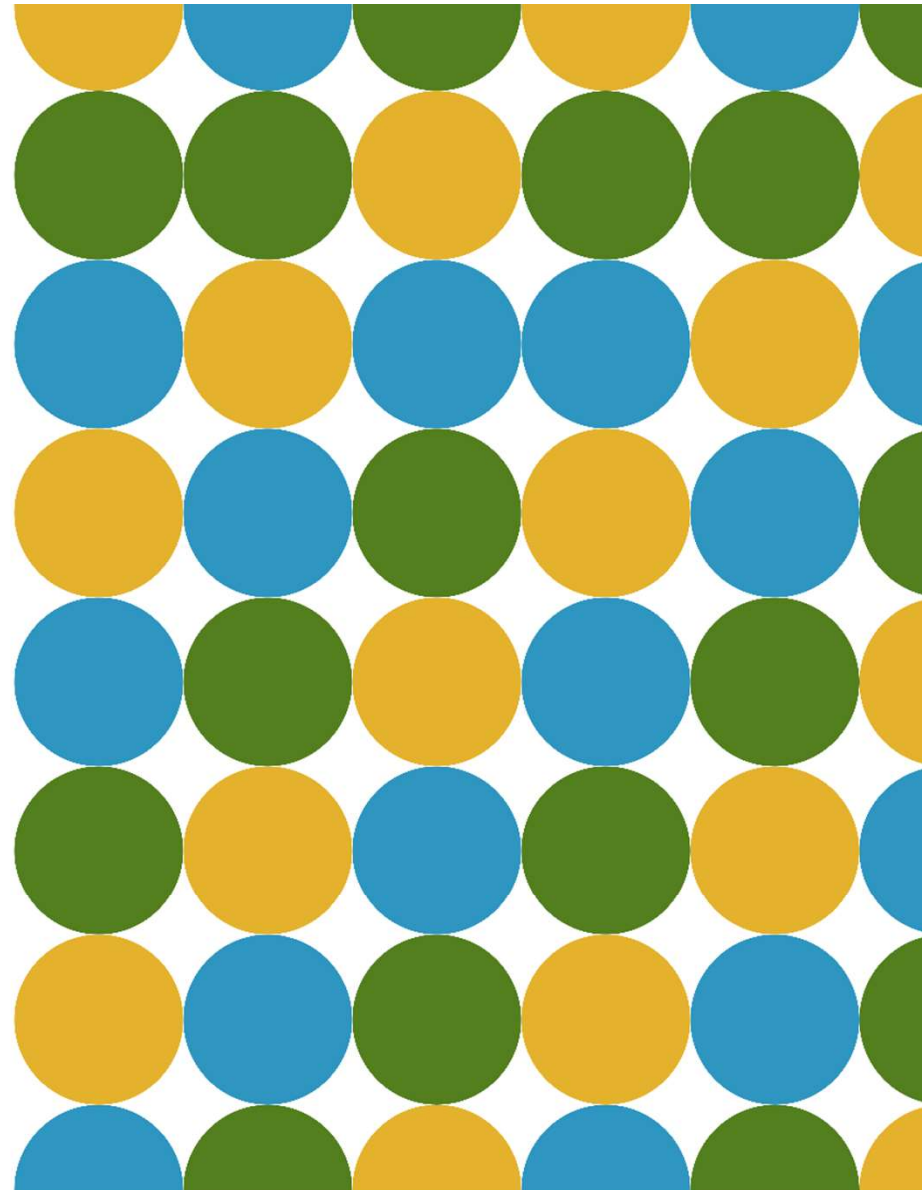
Inclusion & Accessibility Design Team

Meeting 3

February 27th, 2025



FOR OUR FUTURE WORLD
Bellevue School District Strategic Plan



Opening Activity

- *Which quote is resonating with you this evening and why?*
- *How might that quote relate to our work today?*



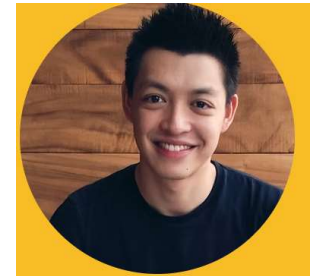
Differences aren't deficits.

Dr. Adeyemi Stembridge, author of "Brilliant Teaching: Using Culture and Artful Thinking to Close Equity Gaps"



School provides an inclusive student-centered and culturally rich environment to ensure all students become bilingual and lifelong learners: bilingual empowered successful for today and tomorrow.

Washington State School for the Deaf Mission Statement



Diversity is a fact, Equity is a choice, Inclusion is an action, Belonging is an outcome.

Arthur Chan

Strategic Plan Coalition

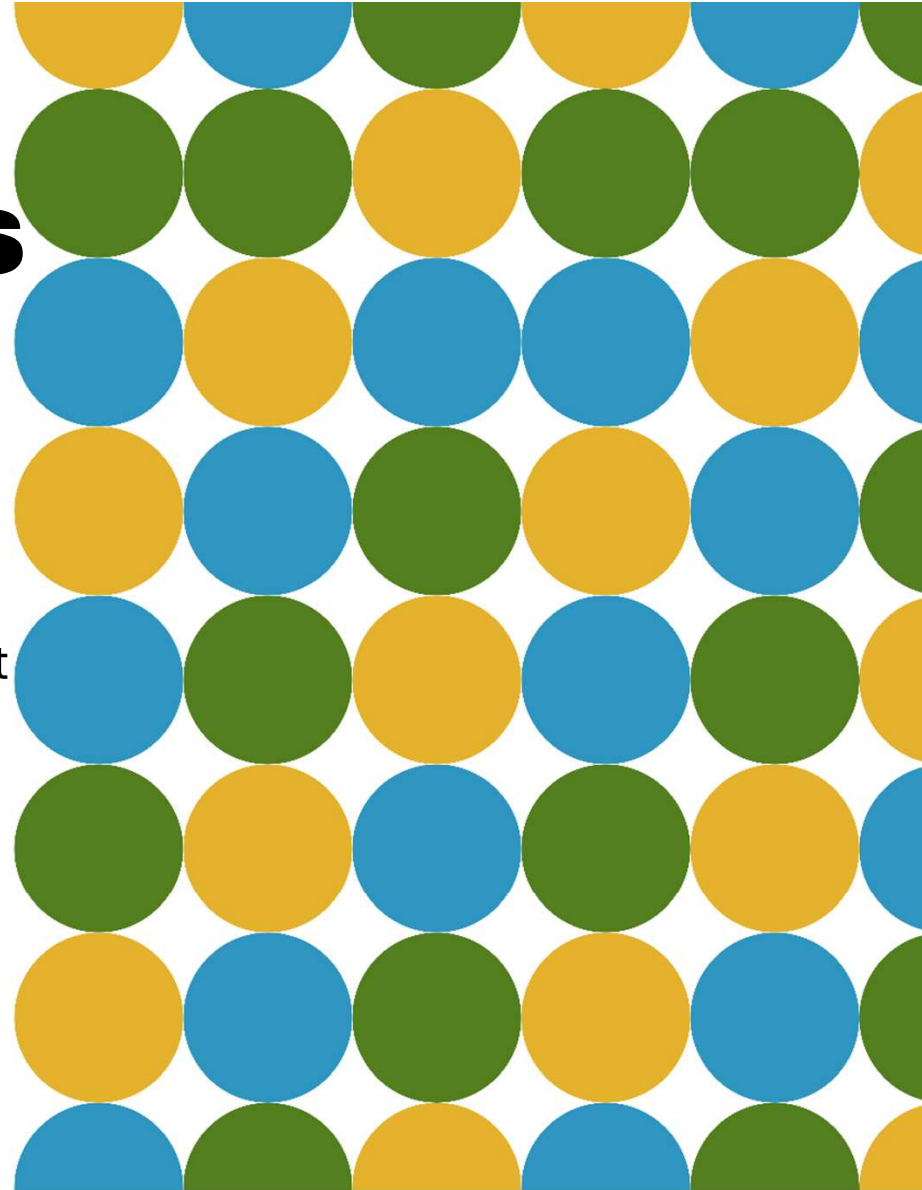
Update from Vanessa and Gabriel – our
liaisons on the Strategic Plan Coalition

Today's Objectives

- Review and finalize problem statement
- Identify 3-4 root causes of our problem statement



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Feedback about our problem statement

- **Strengths of Statement:**

1. **Inclusivity and Collaboration** – It maintains the emphasis on inclusivity, student-centeredness, and collaboration.
2. **Acknowledges Barriers** – It mentions "inconsistent systems and practices," which was a key point in the feedback.

- **Areas for Improvement:**

1. **Clarifying "Everyone Involved"** – The feedback suggests specifying stakeholders (e.g., students, parents, teachers, Specialized Instructional Support Personnel) instead of using a broad term like "everyone involved."
2. **Expanding Beyond Meetings** – The feedback asks for a broader focus on the entire IEP/504 process, not just meetings.
3. **Defining Needs More Clearly** – The phrase "ensuring their voices are heard and their needs are met" is vague. Are we referring to student needs, staff needs, or parent needs?
4. **Better Articulation of Barriers** – The statement could explicitly mention issues like lack of shared understanding, unclear roles, and inconsistent practices.

Problem Statement

Everyone involved in a 504 or IEP meeting **process** wants **an** experience that is inclusive, student-centered, and collaborative, ensuring their voices are heard and student needs are met, but inconsistent systems and practices often **(or can lead)** to misunderstandings, unmet student needs, and mistrust.



Vote using a 3-level consensus model

Identifying Root Causes

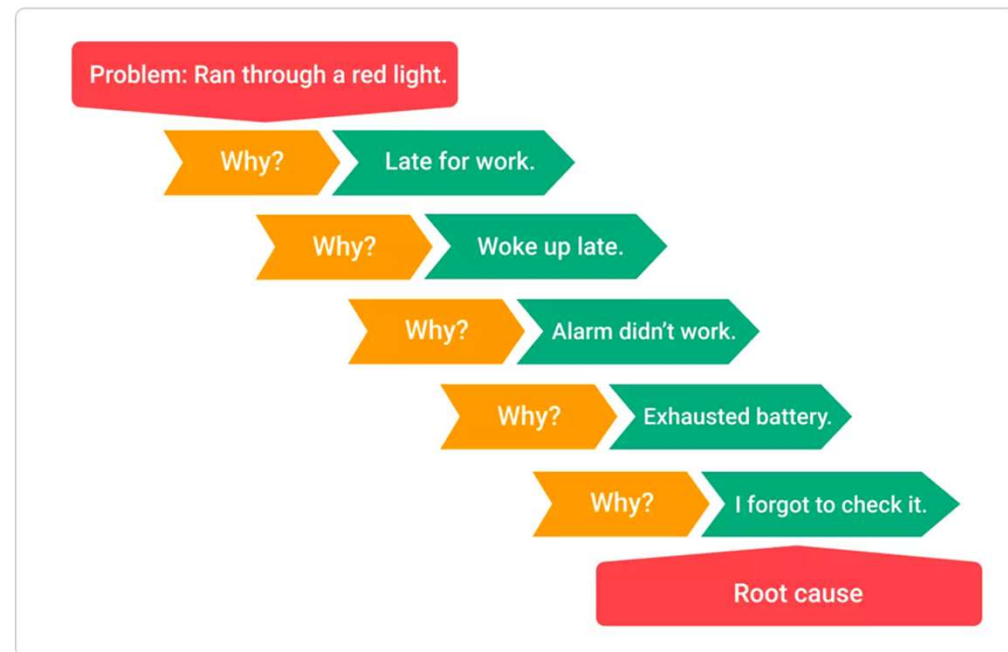
The 5 Why Protocol

The basis of Toyota's scientific approach is to ask why five times whenever we find a problem ...

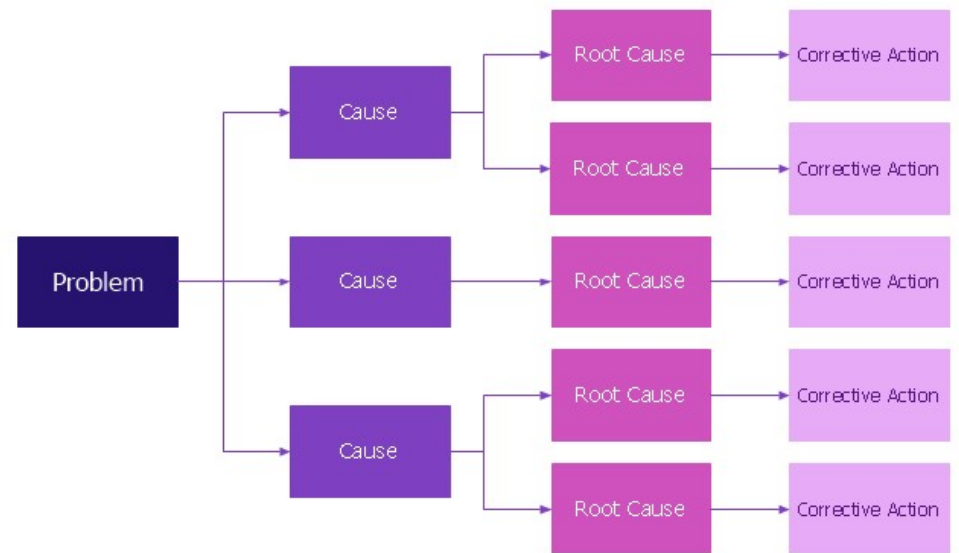
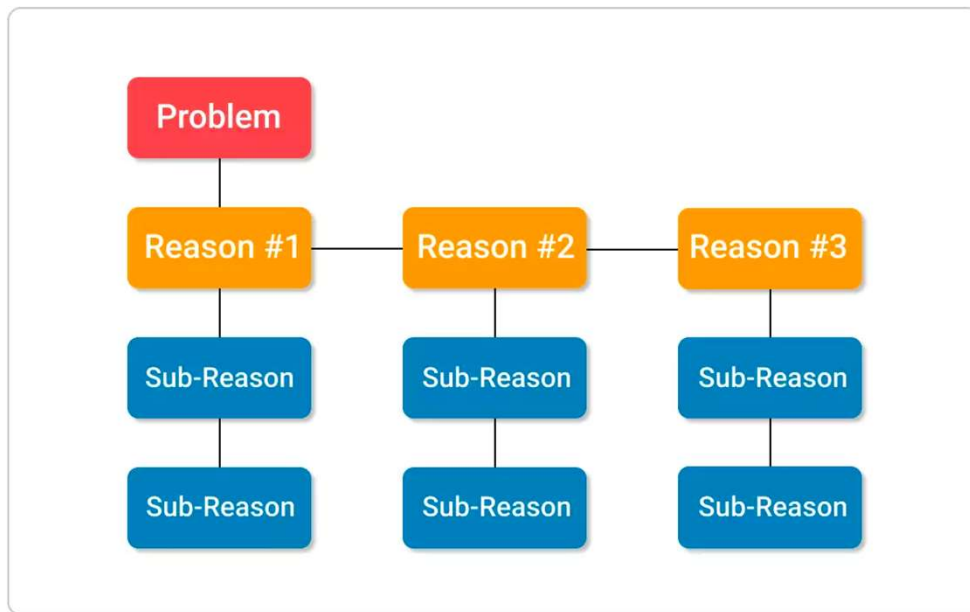
By repeating why five times, the nature of the problem as well as its solution, becomes clear.

- Taiichi Ohno

- What is the problem?
- Why does this problem occur?
 - Why does that reason occur?
 - *Why does that reason occur?*
 - Why does that reason occur?
 - Why does that reason occur?



Root Causes - Branching



Process

1. The first Why question (Individual Reflection)

a) Individuals should take 4 minutes to begin writing down what they think are the causes of our problem statement.

2.

Choosing the first Reason to explore (Group Discussion)

a) As a group, begin suggesting groupings of the causes that your team identified. Then identify the cause that was most common or that the group agrees is the most consequential. Use Notes column, if helpful.

3.

Four More Whys (Group Discussion)

a) Begin asking the four rounds of “why” as a group. Capture your four whys or reasons in the table. ***Pay attention to patterns of participation.***

4.

Satisfied? Go Deeper? Choose another Reason? (Group Discussion)

a) If you feel satisfied with the last reason being your Root Cause, explore another reason from step 2 or branch off from one of the reasons that surfaced during the Group Discussion.

b) The goal is for each team to identify 3-4 Root Causes.

Break into Groups

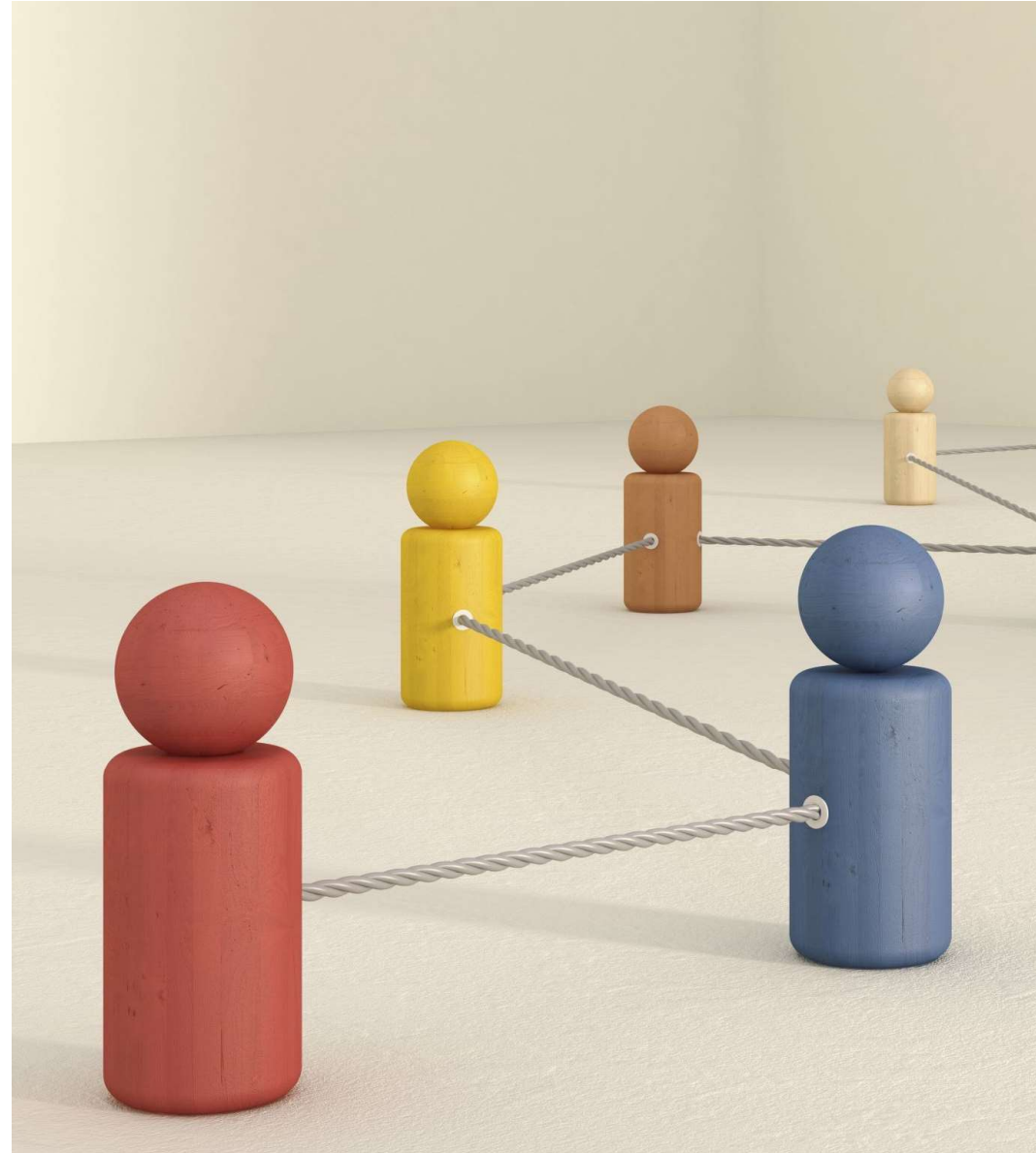
Kristin –
Group 1
(250A)

Irina – Group
2 (stay in 200)

Melanie/Gita
– Group 3
(200A)

Share out from groups

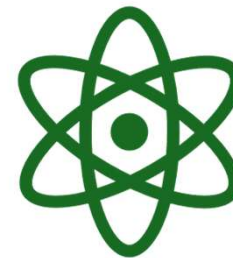
- [Root Causes – Note Taking Document](#)



Next Meeting – March 27th



Brainstorm ideas to address the problem statement and root causes



Design prototypes (innovations and metrics)

****Reminder – please upload your empathy interview notes****