

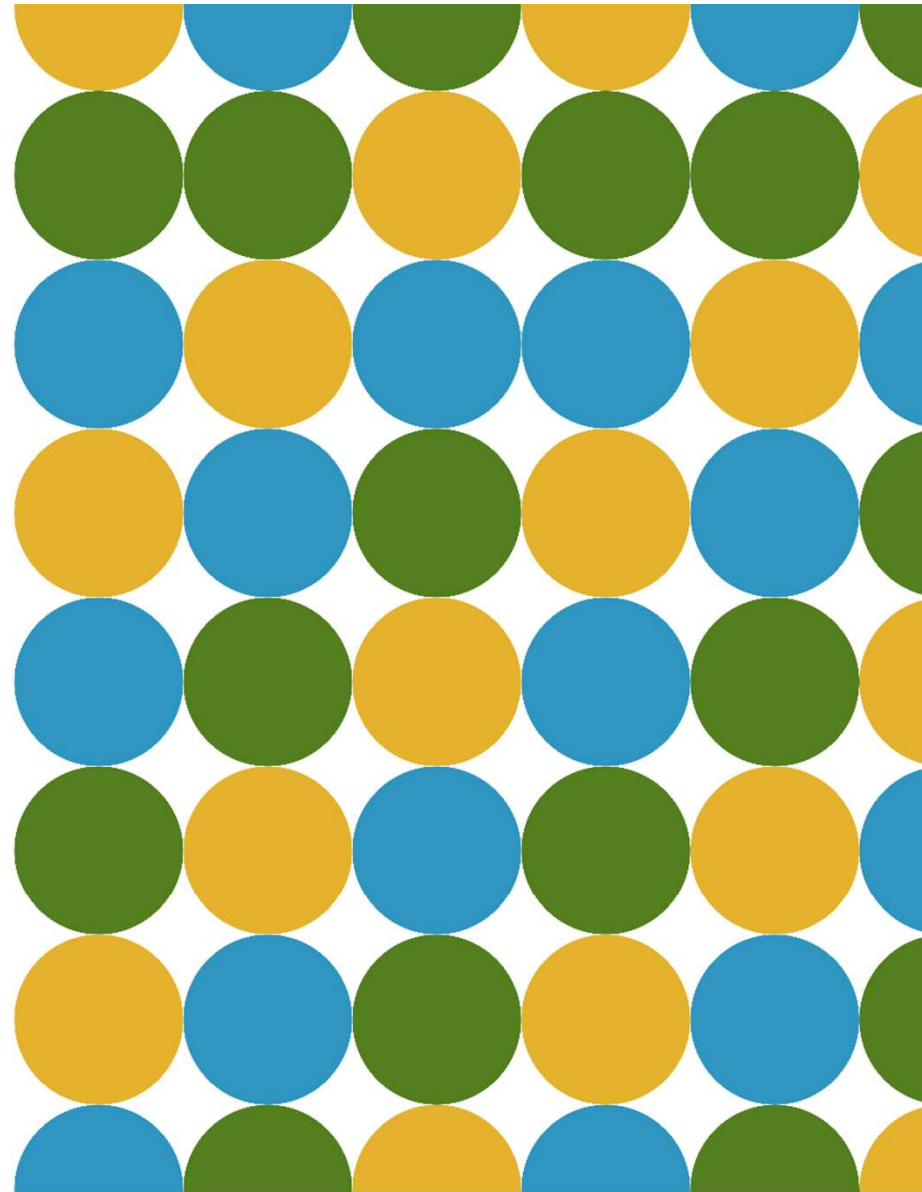
# Inclusion & Accessibility Design Team

Meeting 4

*March 27<sup>th</sup>, 2025*



**FOR OUR FUTURE WORLD**  
*Bellevue School District Strategic Plan*



**Welcome and we are  
glad you are here!**

- On your phone, type in "menti.com" and enter the following code:

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Join at [menti.com](https://menti.com) | use code **6437 5103**

- Describe with one word how is I&A work is going for you.



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## Five Moore Minutes – Dr. Shelly Moore

- [Shifting to Strength-Based and Inclusive IEPeas](#)
- What resonated with you?

# Today's Objective

- Generate solutions to our root causes



Empathy  
Interviews

Meaning  
Making

Problem  
Statement  
& Root  
Causes

Commitments

Commitments

Commitments

Priority Areas  
& Strategies

# The Process



## **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 can lead to misunderstandings, unmet student needs, and mistrust.**

# Root Causes

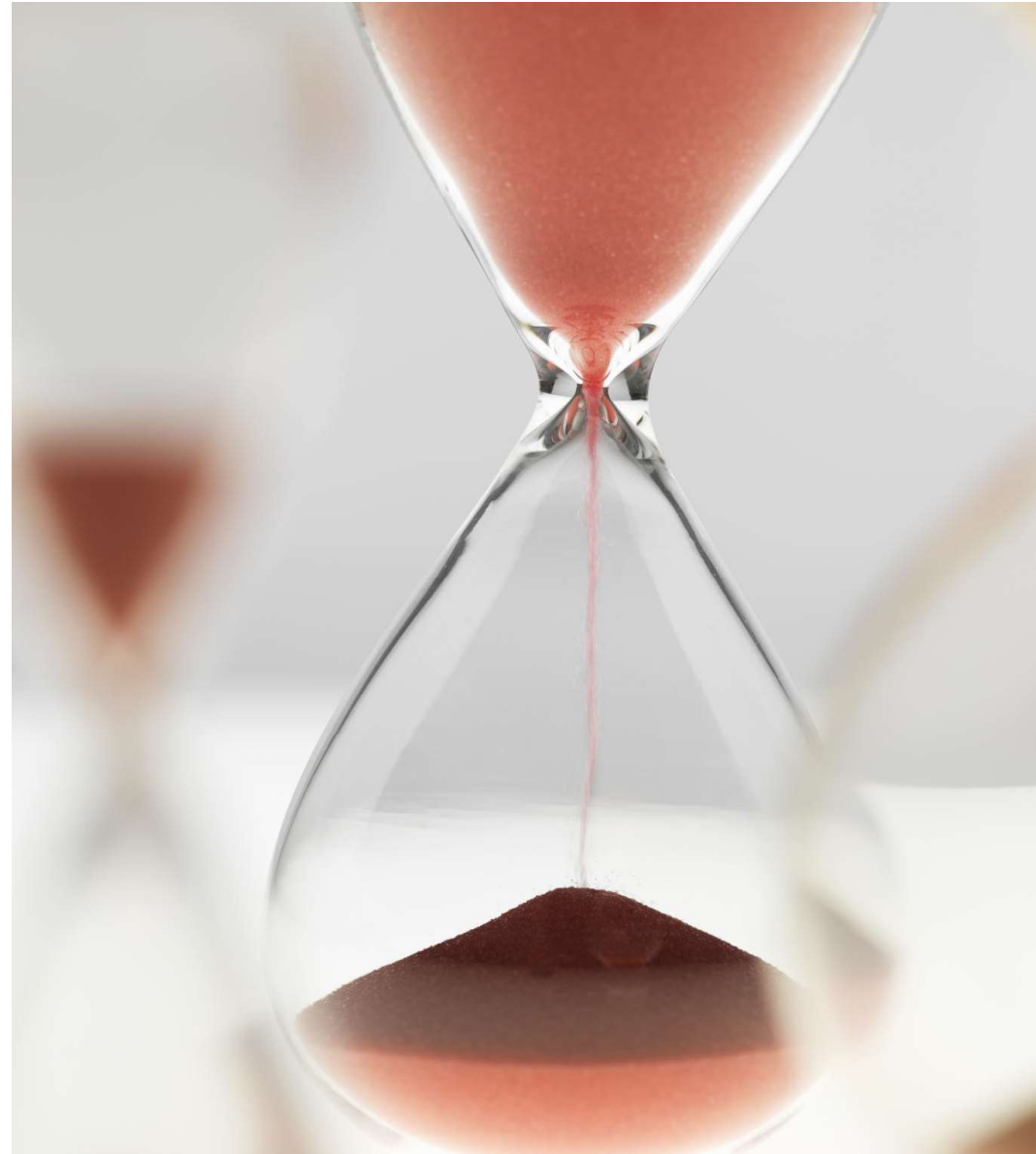
Root Cause	Description	Impact
<b>Compliance-Driven, Transactional Relationships</b>	The IEP/504 process prioritizes compliance and procedural efficiency over building meaningful relationships between students, families, and educators.	Meetings can feel adversarial or impersonal, families may feel unheard, that there is a power imbalance, and collaboration is limited, making it harder to create individualized, student-centered plans
<b>Lack of Role Clarity, Training, and Consistency</b>	Educators, administrators, and specialists may lack sufficient training on special education laws, meeting facilitation, and best practices for collaboration and interventions. Additionally, there is inconsistent application of policies and practices across schools.	Teams lack confidence in decision-making, misunderstandings about legal requirements arise, and meetings are not always run effectively, leading to delays or inadequate support for students.
<b>Systemic Ableism and Deficit-Based Mindsets</b>	Implicit biases and deficit-based thinking about students with disabilities influence the structure and framing of IEP and 504 meetings which in turn influences how accommodations and supports are developed, often focusing on limitations rather than strengths.	The process reinforces inequities, limits student agency, and creates barriers to truly inclusive and empowering educational experiences.

## Root Causes – outside of our work on this team this year

Root Cause	Description	Impact
<b>Systemic Inefficiencies and Overburdened Staff</b>	The IEP and 504 process is constrained by time limitations, understaffing, and high turnover, leaving teams unable to collaborate effectively or personalize support for students.	Meetings become procedural rather than student-centered, staff struggle to fulfill their roles effectively, and the workload is unevenly distributed, leading to burnout and inefficiencies.
<b>Limited Access to Data-Driven Decision-Making Prior to Referral for Evaluation</b>	Weak or inconsistent use of Multi-Tiered Systems of Support (MTSS) data and other student performance indicators hinders informed decision-making in meetings.	Teams may rely on subjective opinions rather than data, leading to misaligned services, ineffective interventions, and missed opportunities to proactively support students.

WHAT'S NEXT?

Time to Generate  
Possible Solutions!



# World Café: What's On your Mind?



World Café is...



Designed primarily to generate collective wisdom, and new possibilities for action.



It is a creative process for meaningful and collaborative conversations

Choose a Host to serve as facilitator.

Participants spend 2 minutes in self-reflection thinking about the root cause

Host begins the conversation.

Everyone in the group will take turns sharing their perspective/ideas.

The Host records the big ideas/themes in one color marker. Be lean.

When it is time to rotate, the Host will stay.

When the new group arrives, the host will summarize the previous group's thinking and start the conversation with the new group.

The Host will capture the new group's thinking with a new color marker.

Select new host.

Repeat.



## Guiding Questions:



What changes or improvements could address the root cause most effectively?



What creative or unconventional solutions could help tackle this challenge from a new angle?



What resources, strategies, or supports have worked in similar situations that we could adapt?

# Next Steps

1

THE PLANNING TEAM WILL COMBINE THE SOLUTIONS GENERATED TODAY AND EMAIL THEM OUT TO THE DESIGN TEAM

2

ENGAGE WITH AT LEAST 3-5 PEOPLE IN YOUR COMMUNITY ABOUT THE LIST OF SOLUTIONS. MAKE SURE TO TALK WITH THE PEOPLE THAT YOU CONDUCTED EMPATHY INTERVIEWS WITH

3

BE PREPARED TO SHARE THE FEEDBACK AT OUR **APRIL 24<sup>TH</sup> MEETING**