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Superintendent



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SEDOL Mission:

Exceptional Services for Exceptional Students by Exceptional Staff

SEDOL Vision:

All learners to lead productive, responsible and healthy lives

CIP Overview and Recommendations

SEDOL's Continuous Improvement Plan (CIP) identifies goals, objectives, and measures designed to advance opportunities for our students. The CIP was developed from the input of various stakeholders including leadership in SEDOL and member districts, executive and governing board members, and SEDOL staff.

Similar to the last two school years, the CIP will guide and focus the important work that is done on behalf of students, their families, and member districts at SEDOL throughout the 2026-27 school year.

Dashboard Indicators

Dashboard Indicators, the measures or evidence of growth within each goal area, are essential for both accountability and communicating progress. The indicators are customized for SEDOL to assist with greater understanding of improvements and enable stakeholders to better understand the various accomplishments.

SEDOL CIP Goals

- Goal 1: Provide exceptional programs and services to meet the needs of students throughout the SEDOL community**
- Goal 2: Establish an effective equitable financial structure that best supports students and district needs**
- Goal 3: Advance high standards and expectations**
- Goal 4: Advance effective collaborative team practices**

Goal 1:

Provide exceptional programs and services to meet the needs of students throughout the SEDOL community

Goal 1–Objective A: By June 2027, SEDOL will strengthen the professional development capacity of the organization to offer additional skill development to staff.

Dashboard Indicator(s):

- Transition from a vendor-based training model to an embedded train-the-trainer and coaching model to build and advance internal capacity by End of Year 2027.
- Provide professional learning opportunities to curriculum teams on data collection and analysis to assist with instructional decision-making, problem-solving, and lesson planning by End of Year 2027.

Goal 1–Objective B: By June 2027, SEDOL will enhance the efficiency of its curriculum review cycle through the use of increased data collection and implementation fidelity.

Dashboard Indicator(s):

- Development and implementation of classroom walkthrough rubrics for each program to assist with implementation fidelity and contribute to curriculum cycle review by Beginning of 2026.
- Data collection and analysis to determine efficacy of curriculum implementation by Mid-year 2027.

Goal 1–Objective C: By June 2027, SEDOL will strengthen collaborative structures that use professional learning and data-driven continuous improvement to strengthen student outcomes across the district and county.

Dashboard Indicator(s):

- Develop and facilitate a curriculum committee that meets quarterly to review implementation, analyze data, and make district-wide recommendations by End of Year 2027.
- Refine the collaborative county-wide Institute Day partnership to plan and provide meaningful professional learning sessions for special educators by Mid-year 2026.

Goal 1–Objective D: By June 2027, SEDOL leadership and member districts will engage in a collaborative brainstorming process to review the continuum of SEDOL services, including sector and day programs, to best address the dynamic and changing needs of students and districts.

Dashboard Indicator(s):

- Establish decision-making rules for instructional delivery and financial impact(s) when enrollment is below 80% in a program by Mid-year 2026.
- Implement regularly scheduled quarterly meetings with member districts for 2026-27.

Goal 2:

Establish an effective equitable financial structure that best supports students and district needs

Goal 2–Objective A: By June 2027, SEDOL will collaborate with the member districts to review implementation of revised tuition model and evaluate the implementation of S-Fund.

Dashboard Indicator(s):

- Implement the approved tuition model for FY 27.
- Create a comparison chart of S-Fund historical data to current S-fund FY27 estimate and current Tuition Model once S-Fund rates are released by the Purchase and Care Review Board for the FY27 school year.
- By Mid-year 2026, SEDOL, in collaboration with member districts, will review the tuition structure and develop a preliminary transition plan consistent with the S-Fund model.

Goal 2–Objective B: By June 2027, SEDOL will establish a Workload/Caseload Committee to review relevant data, identify workload trends and concerns, and provide recommendations to SEDOL administration and district leadership. The committee's work will support transparent, consistent, and sustainable staffing decisions across programs and services.

Dashboard Indicator(s):

- By Beginning of 2026, a workload/caseload committee will be established including representation from staff and administration.
- Develop and maintain a document to track caseload/workload variables across programs including student needs, service requirements, staffing allocations and other workload factors.

Goal 2–Objective C: By June 2027, SEDOL will evaluate targeted recruitment and retention strategies for identified hard-to-fill positions by analyzing staffing trends, expanding partnerships and “grow-your-own” opportunities, and identify strategies that improve the recruitment, hiring and retention of qualified staff in high-need positions

Dashboard Indicator(s):

- Develop at least 2-3 sustainable recruitment pipelines for identified hard-to-fill positions through partnerships, internships, universities, alternative licensure, or “grow-your-own” programs.
- Reduce the number of hard-to-fill vacancies, or filled with contract staff, by 10% annually.
- Monitor first, second and third year retention rates for all employees to establish a baseline and demonstrate year-over-year improvement.

Goal 3:
Advance high standards and expectations

Goal 3–Objective A: By June 2027, SEDOL will utilize findings from the quarterly self-directed cyclical monitoring process to deliver targeted professional learning focused on identified areas, resulting in refined instructional and procedural practices documented in program evaluation summaries and shared action plans.

Dashboard Indicator(s):

- Targeted professional learning will be developed during the 2026-27 school year for immediate and ongoing implementation, concentrating on areas of improvement identified in cyclical monitoring such as: transition planning, assessments and their accommodations, and streamlining student needs to goals and services.

Goal 3–Objective B: SEDOL will publish, maintain, and provide comprehensive training on the SEDOL IEP Procedural Manual, accessible to staff and member district portals, to guide staff, reflect legislative changes, and ensure consistent, high-quality educational planning across all programs.

Dashboard Indicator(s):

- The full release of the SEDOL IEP Procedural Manual will include a comprehensive supporting presentation to help guide staff in the use of this resource by the start of the 2026-27 school year.
- The IEP Procedural Manual will be posted on staff and member district portals with accessibility features on the SEDOL website by mid-year 2026-27.
- The IEP Procedural Manual will be regularly updated throughout the 2026-27 by the Educational Services Department to reflect changes in legislation and/or to align to best practices.

Goal 3–Objective C: By June 2027, SEDOL will increase staff proficiency in emergency response protocols through the implementation of the Standard Reunification Method (SRM), thereby enhancing the district's overall capacity to prevent, prepare for, respond to, and recover from emergencies.

Dashboard Indicator(s):

- Complete initial SRM Training for Administrative Building staff prior to the start of the 2026-2027 school year.
- Develop floor plans for reunification sites to support core SRM functions.
- Collect and build advance “go kits” for the operations team to bring to reunification sites.

Goal 4:
Advance effective collaborative team practices

Goal 4–Objective A: By June 2027, implement [2026-27 Communication Plan](#) and enhance communication structure.

Dashboard Indicator(s):

- Launch a monthly “Student Success” and/or “Staff Spotlight” and/or special event(s) series through short-form video (reels) on FaceBook with accurate closed captioning by Beginning of 2026 to realize a 15% increase in total social media engagement (likes, shares, comments).
- Utilize pre-approved customized templates to ensure consistent messaging within 30 minutes of an incident or decision to close school due to weather-related factors to a tiered group of stakeholders (board, leadership, staff, districts, parents, etc) Beginning of 2026.
- Enhance communication to and engagement with families and member districts by evaluating and bringing a recommendation for updates to the current mass communication system to the Executive Board in the Mid-year 2027 for implementation in the 2027-2028 school year.

Goal 4–Objective B: By June 2027, update information about SEDOL's programming continuum and services to better inform decision-making on behalf of students through updates in program brochures for SEDOL stakeholders.

Dashboard Indicator(s):

- Update program information on the website to reflect content on program brochures that were published in the spring of 25-26 by Beginning of 2026.
- Discuss how to use program brochures to help engage and inform decision-making on behalf of students by Beginning of 2026.
- Conduct an annual review of program brochures to ensure accuracy by Mid-year 2027.

Goal 4–Objective C: By June, 2027, SEDOL will develop expanded opportunities for parent engagement focused on ways to support SEDOL families through training, resources and networking.

Dashboard Indicator(s):

- Develop and send out a parent survey regarding interest for resources, networking, etc., along with being interested in serving on a committee with SEDOL administration to discuss the need for and launch of a parent council by Fall of 2026.
- Evaluate, report the results of the survey to executive and governing boards with recommended next steps by Mid-year 2027.

Goal 4–Objective D: By fall 2026, SEDOL will show the impact of contributions of the SEDOL Foundation in publications and board meetings.

Dashboard Indicator(s):

- Elevate awareness of the direct impact of the SEDOL Foundation on students with Foundation highlights in publications such as monthly newsletters and social media.
- In partnership with the Foundation, support Foundation efforts to expand sponsorships by increasing community outreach and corporate sponsorships to further scale fundraising efforts.
- In partnership with Foundation, support Foundation efforts in governance growth through strategic recruitment of community leaders to the Foundation Board.