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***TARGETING THE TEACHER EDUCATION REFORM PROCESS: EXAMINING A
SPECIAL EDUCATION PRESERVICE PROGRAM IMPROVEMENT GRANT***

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Purpose



Identify the unique features of collaborative reform (using 325T as example)

Examining the challenges of enacting reform through Process Evaluation

Analyze the challenges of reform in your individual context(s)

Overview

Part 1:

Demographics and Context



Part 2:

Loose or Tightly Coupled Organizations



Part 3:

Application of Targets of Change



Part 4:

Contextualizing

Is there a culture of collaboration in your college between departments?

Yes

No

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is a culture of collaboration, name two departments that you believe collaborate frequently?

liberal
education.
special
mathematics
engineering
theater
forensics
general
arts

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you been involved in a teacher education ref

Yes

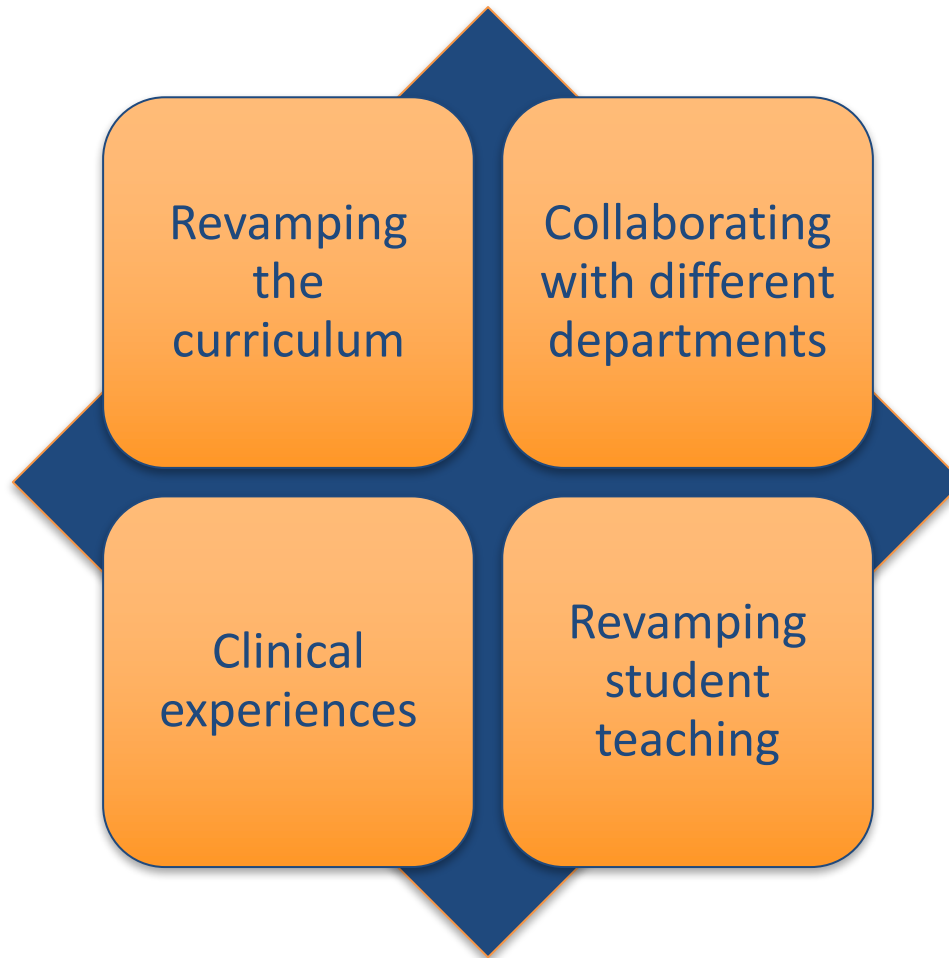
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Examples of Teacher Education Reform

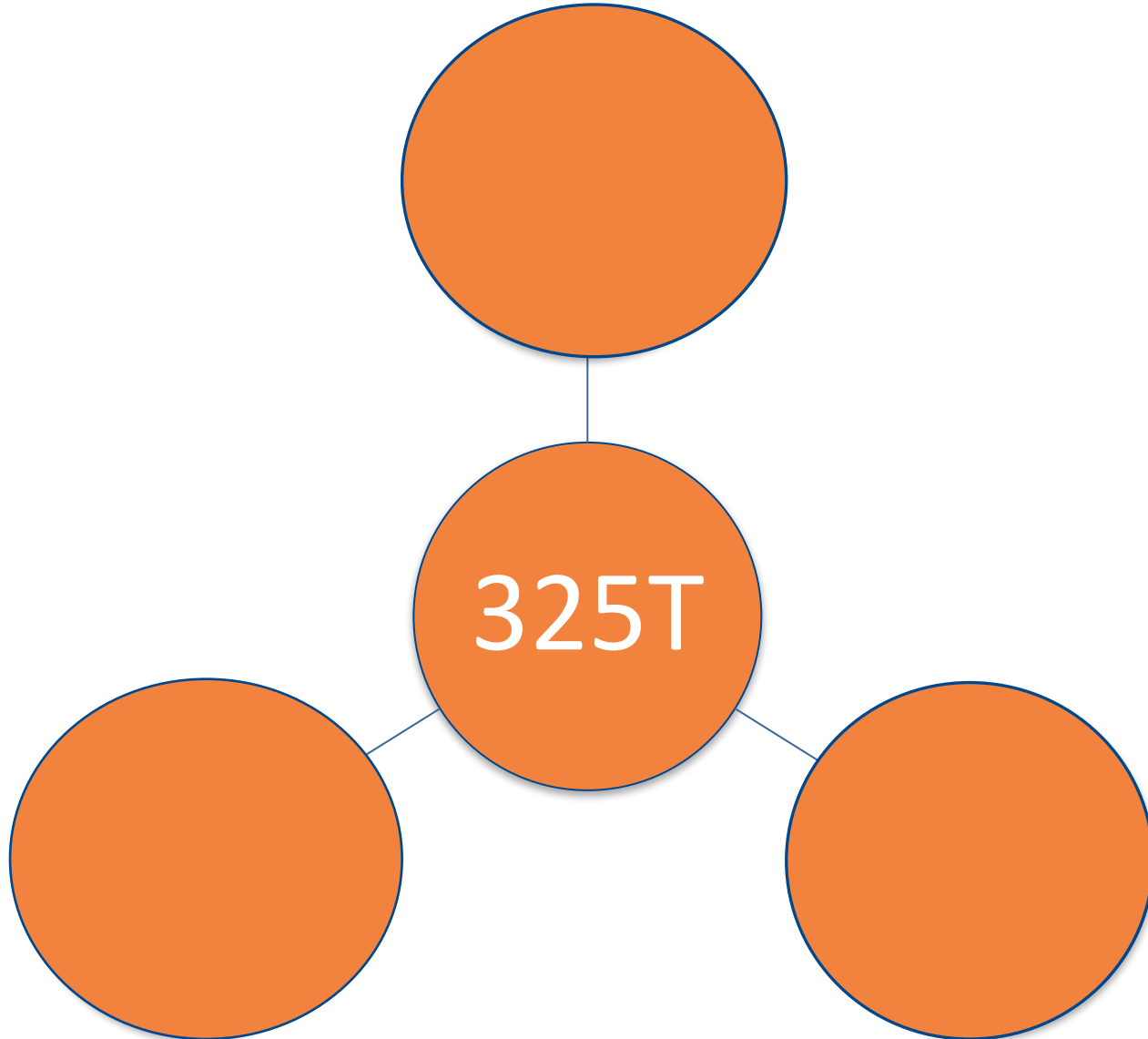


Personnel Development Grants (PDG)

- ✓ 84.325T
- ✓ Special Education Preservice Program Improvement Grants (PPG)
- ✓ Designed to improve the quality and quantity
- ✓ Targets high priority areas
- ✓ Provide funds for innovations to address policies

•Kleinhammer-Tramill, J., Mickelson, A., & Barton, J. (2014).

Unique Features of 325T



Assumptions Regarding 325T

Restructured
Program

- Challenges to consensus building

General
Education and
Special Education

- Distinct knowledge bases

Atypical
Partnerships

- Infrequent collaboration

more efficient to carry out collaborative activities on a small scale (syllabus revision) versus large scale (certification requirements).

Agree

Disagree

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more effective to enact a collaborative reform
... in my department vs. outside your department

Agree

Disagree

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ur department, how would you describe the making process?

Individualized

Collective

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Could you describe the faculty in the college or university you attended?
education?

Autonomous

Interdependent

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How would you describe the responsiveness of fact change efforts?

Slow to respond

Highly responsive

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Loosely versus Tightly Coupled

Loosely Coupled	Tightly Coupled
<p data-bbox="297 654 658 708">Individualized</p> <p data-bbox="314 811 653 865">Autonomous</p> <p data-bbox="256 961 691 1015">Slow to Respond</p>	<p data-bbox="1203 654 1456 708">Collective</p> <p data-bbox="1116 811 1532 865">Interdependent</p> <p data-bbox="1103 961 1572 1015">Highly Responsive</p>

Process Evaluation

“Verifies what the program is and whether or not it is delivered as intended...It does not, however, attempt to assess the effects of the program on those recipients.”

*Scheirer as reported in Rossi (2004)

Targets of Change (Weick, 2001)

Presumptions of Logic	Socialization Processes	Differential Participation	Constant Variables	Corruption of Feedback
Need for Change	Activities	Collaboration	Transparency	Promoting Feedback
Example: Gaps in Program	Example: Curriculum Revision	Example: Across Departments and K-12	Example: Fluidity of Communication	Example: Focused on specific goal(s)

regular meetings that were headed by both the associate dean and we had a planning format where at the beginning of the year we discussed the needs of the college, the goals of the grant and how we would spend the money of the grant."

Need for Change
Collaboration
Transparency

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"We had *regular meetings* that were headed by both the dean and associate dean and we had a planning format where in the beginning of the year we discussed the needs of the college and the goals of the grant and how we would spend the money of the grant."

B. Activities

Leading person would come back and present to special education faculty, about the revisions and would receive feedback from the overall faculty."

Need for Change

Activities

Collaboration

Transparency

Promoting Feedback
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"So the reading person would come back and present to them, the special education faculty, about the revisions and she would ***receive feedback*** from the overall faculty."

E. Promoting Feedback

... what we found when it came to the point of ...
... syllabi is that we began to realize where there ...
... y needs for professional development in our own fac ...
... areas where there were gaps in knowledge..."

Need for Change

Activities

Collaboration

Transparency

Promoting

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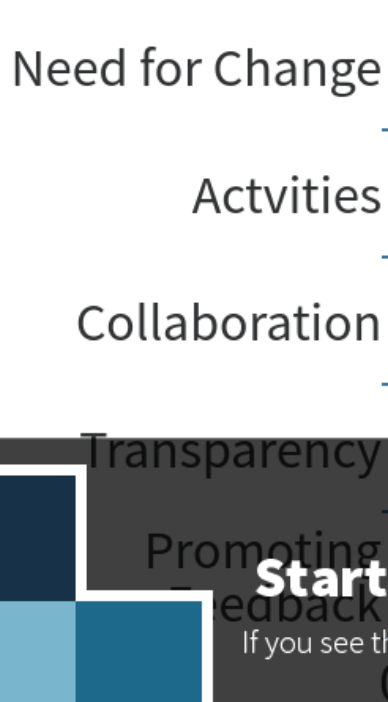
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"... that what we found when it came to the point of faculty revising syllabi is that ***we began to realize where there were so many needs for professional development in our own faculty, areas where there were gaps in knowledge...***"

A. Need for Change

ing that was very useful for us is our campus hardware and online document management systems. Many of the changes we've made, our syllabi, our course resources, our program coordinator is uploading that information into Eduware so anybody that is going to teach a class, they can immediately access all of that information."



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"One thing that was very useful for us is our campus has access to ***Eduware and online document management systems*** and any of the changes we've made, our syllabi, our course resources, our program coordinator is uploading that information into Eduware so ***anybody that is going to teach a class, they can immediately access all of that information.***"

D. Transparency

initiative was using the co-teaching model of training, which was across the teacher education program including elementary, secondary, and special education faculty. Participants were involved in the training, participating to train the teacher candidates and supervisors, and cooperating teachers in the co-teaching model."

Need for Change

Activities

Collaboration

Transparency

Promoting

Feedback

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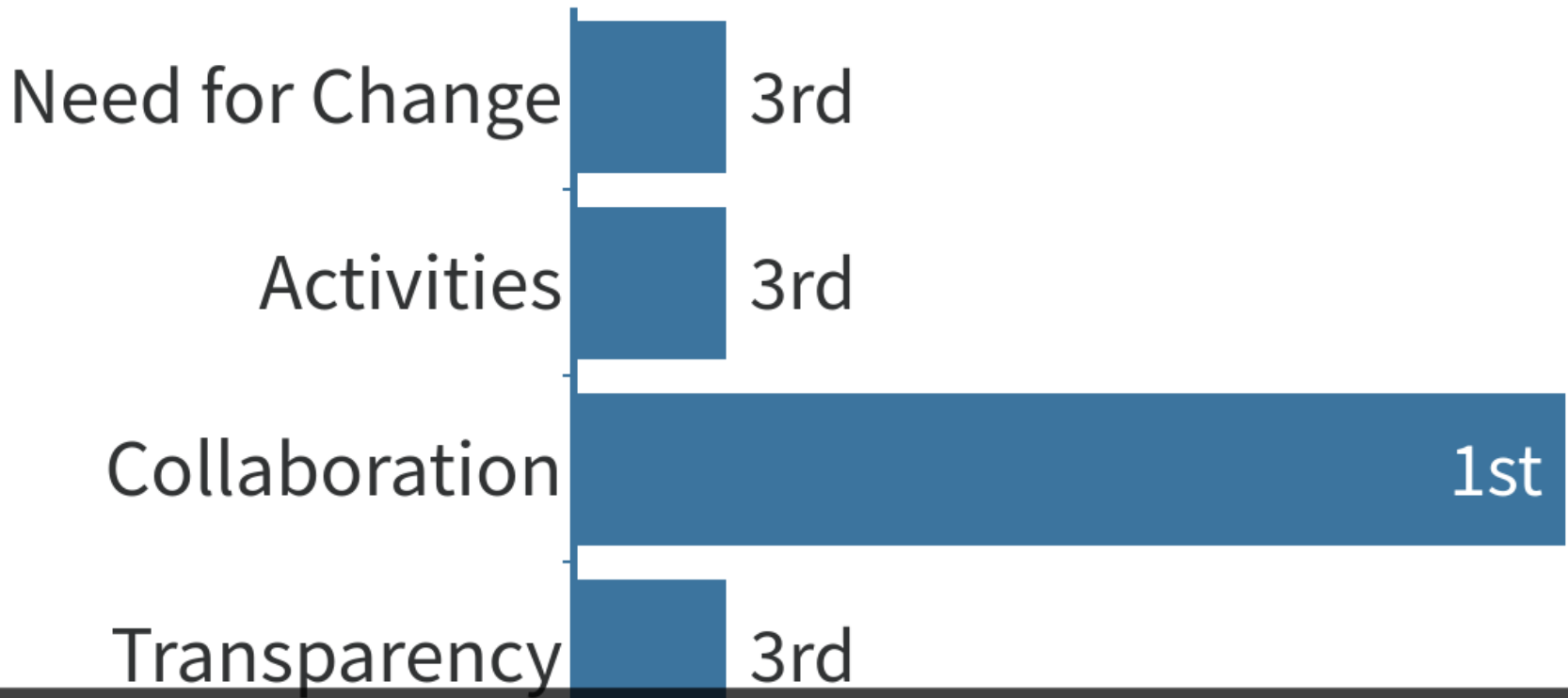
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"Another initiative was using the co-teaching model of student teaching, which was across the teacher education program, meaning *elementary, secondary, and special education faculty were involved in the training, participating to train the teacher candidates and supervisors*, and cooperating teachers in the co-teaching model."

C. Collaboration

Could you rank, in order of importance, the following issues your institution would need to address to ensure a successful reform? (1=Most Challenging, 5=We do it well)



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Questions ?

