

Shared Leadership in Autism

Joanne Cashman,
Ed.D., Director
The IDEA Partnership
National Association
of State Directors of
Special Education (NASDSE)



Cause of Autism: Example Theories

Social


Genetic

Medical


Environmental



Autism Approaches

- ▶ Applied Behavior Analysis (ABA)
 - ▶ Developmental Intervention Model
 - ▶ Learning Experiences Alternative Program (LEAP)
 - ▶ Social Communication, Emotional Regulation, Transactional Support (SCERTS)
 - ▶ Treatment and Education of Autistic and Related Communication Handicapped Children (TEACCH)
 - ▶ Verbal Behavior
 - ▶ Others
- 

Autism Strategies

- ▶ Assistive Technology
 - ▶ Augmentative Alternative Communication (AAC)
 - ▶ Person-Centered Planning
 - ▶ Picture Exchange Communication System (PECS)
 - ▶ Pivotal Response Training (PRT)
 - ▶ Positive Behavioral Intervention and Support (PBIS)
 - ▶ Relationship Development Intervention (RDI)
 - ▶ Sensory Integration (SI)
 - ▶ Social Strategies (Circle of Friends; Power Cards; Peer Tutoring)
- 


Leadership in the Field of Autism

What do we do?




No single approach or strategy is best to use in the education of children of autism.


Lack of Consensus Plays Out at the Local Level

- ▶ There is not a firm base for thinking about individualized approaches within the system
 - ▶ Sites and individuals begin to choose their own 'preferred' experts
 - ▶ There is a heightened potential for dispute and due process
 - ▶ It is difficult to craft a 'foundational approach' to staff development
- 


Successfully Addressing ASD Means Changing the Way We Work

- ▶ Take a *life span* view
 - ▶ View our work in the context of a lifetime
 - ▶ Understand what other public investments support ASD
 - ▶ View our work in the bigger picture of public investments, invite and collaborate for best outcomes
 - ▶ Manage knowledge that resides in the array of systems and stakeholder groups
- 


Public Investments in ASD Require a Cross-System Approach

- ▶ Multiple state systems invest in ASD programming and services
 - ▶ Education must be aligned with other state investments in ASD
 - ▶ There must be greater *routine collaboration* across system boundaries
 - ▶ There must be *a lifespan view* of services supported by public investments
 - ▶ Families must be recognized as valued collaborators. They are the case managers across the lifespan!
- 


Education Must Cross Disciplines To Do Effective Work on ASD

- Administrators
 - Teachers
 - Speech/Language Professionals
 - Occupational Therapy
 - Behavior Intervention
 - And more...
-
- Access the range of skills on the building team
 - Make families important partners. Use the knowledge that families have about their child
 - Understand how the school-based services contribute to the whole array of services
- 


Leading with the Stakeholders

- ▶ Frequent opportunities to interact and build trust
 - ▶ Dialogue to understand varying perspectives
 - ▶ An issues for developing collaboration on 'real work'
 - ▶ Broad sharing of the points on which there is consensus (*Cross-stakeholder presentations, etc.*)
 - ▶ Trust makes it safer to talk about those issues where there is not consensus
 - ▶ Build a *Community of Practice (CoP)*
 - ▶ *NASDSE is pioneering Leadership through CoP*
- 

The National Community on ASD

- ▶ State teams
 - ▶ Practice Groups
 - ▶ National Organizations
 - ▶ Federally supported TA Centers
 - ▶ State TA Centers
 - ▶ Family and Consumer Groups
 - ▶ The Public
- 

State Teams in the CoP

- ▶ Cross-stakeholder
 - State Agencies (ed, health, mental health, etc.)
 - Local Programs
 - Intended beneficiaries (family and individuals on the spectrum)
 - ▶ Recognized by the leadership in the state
 - ▶ Choose real work goals that will inform and advance agency programs in support of ASD
 - ▶ Work collaboratively to develop clear simple messages that can be supported and shared at all levels
 - ▶ Become the infrastructure for coalescing people in a positive way around the issues that they care about
 - ▶ Use the community infrastructure to communicate and share information and approaches
 - ▶ Create a www.sharedwork.org site for your state work
- 

State Teams in the National Community

In-state work

- ▶ Pursue a plan of work that brings together state efforts on ASD
- ▶ Use the CoP to communicate the state team work to the stakeholders and invite participation.
- ▶ Use the CoP to share expertise
- ▶ Generate active involvement on ASD across groups in support of state team goals.
- ▶ Create *Practice Groups* on issues that draw on the expertise of practitioners and consumers

Cross-state work

- ▶ Meet regularly in conference calls phone and web meetings
- ▶ Surface a few key issues across states that the national community can address together
- ▶ Create *Practice Groups* around key issues
- ▶ Freely share strategies and approaches in community calls and meetings
- ▶ Receive requests for assistance from other states and respond to the requests
- ▶ Contribute to the national pages on www.sharedwork.org
- ▶ Meet annually in a face-face-to-face community meeting of state teams

Current Status of Communication with State Teams

By May 15:

- ▶ Define the beginning team members
- ▶ Choose a state contact person
- ▶ Identify potential facilitators for your www.sharedwork.org site

By June 15:

- ▶ Convene the state team to define your goals for 2009
- ▶ Assess your potential to conduct calls, email communication and onsite meetings with your community members
- ▶ Discuss the potential to attend the national community meeting (November)
- ▶ Define the plan for www.sharedwork.org
- ▶ Finalize the facilitators for www.sharedwork.org and schedule training for facilitators
- ▶ Plan to launch your community site in September

Next 'Check In' August 18



State Communities with *'State Signoff'* To Date: Potentially, 9 More!

- ▶ Alabama
 - ▶ Illinois
 - ▶ Iowa
 - ▶ Kansas
 - ▶ Oregon
 - ▶ Virginia
 - ▶ Wisconsin
- 

Practice Groups in the National CoP

- ▶ The National Community is focused broadly on ASD. Practice Groups are focused on specific issues within ASD that have application for many groups.
- ▶ Practice groups cut across state teams, and actively invite the entire national community into dialogue and action around a specific issue.
- ▶ Practice groups create spaces where the members can contribute information that they feel is valuable
- ▶ Practice groups create tools for members to use in communicating issues and developing solutions
- ▶ A practice group becomes the conduit for sharing insights and offering 'just in time' advice to members from other members that have experience and expertise.
- ▶ Practice groups work collaboratively to develop clear simple messages on the issues they care about that are broadly supported and able to be shared at all levels
- ▶ Practice groups become the infrastructure for coalescing people in a positive way around the issues that they care about
- ▶ Practice groups have a well maintained site on www.sharedwork.org that becomes a valuable resource for members


Current Status of Communication with National Practice Groups

By May 15:

- ▶ Identify several co-leads for the Practice Group
- ▶ Identify potential facilitators for your PG www.sharedwork.org site
- ▶ Co-leads will use the email distribution to define the focus of your Practice Group
- ▶ Co-leads will solicit recommendations for short, clear easily understood fact sheets and articles on ASD and their Practice Group focus issue. These will be the basis for a your first PG activity, writing *Dialogue Guides* to promote local dialogue on key issues

By June 15:

- ▶ PG co-leads will assess your potential to conduct calls, email communication and onsite meetings with your practice group members
- ▶ Co-leads will discuss their potential to attend the national community meeting (November)
- ▶ Co-leads will finalize your facilitators for www.sharedwork.org and schedule training for facilitators
- ▶ Co-leads will define your plan for www.sharedwork.org
- ▶ Co-leads will solicit member recommended documents related to your Practice Group. This will be the foundation for another beginning activity, creating a *Repository*.
- ▶ Plan to launch your community in September/October
- ▶ **Next Check in : August 18**

- ▶ **IEP and ASD**
 - ▶ **SLP and ASD**
 - ▶ **Transition to Adulthood**
 - ▶ **Positive Behavior Supports and ASD**
 - ▶ **Quality Programs in Rural Settings**
 - ▶ **Pre-Service Education Programming**
 - ▶ **Early Intervention**
 - ▶ **Using Technology and Assistive Technology**
 - ▶ **Sensory Impairments and ASD**
 - ▶ **Highly Qualified Teachers**
 - ▶ **Assessment**
- 

Resources in Autism

- ▶ Autism Society of America (ASA)
 - www.autism-society.org
- ▶ National Professional Development Center on Autism Spectrum Disorders
 - www.fpg.unc.edu
- ▶ Ohio Center for Autism and Low Incidence (OCALI)
 - www.ocali.org
- ▶ Network of Autism Training and Technical Assistance Programs
 - www.nattap.org
- ▶ Interagency Autism Coordinating Committee (IACC)
 - <http://iacc.hhs.gov/>