



# FRAMEWORK FOR SPECIAL EDUCATION QUALITY



ABC has identified research-based, critical **core competencies** for school leaders, educators, and student support staff to **transform how students with disabilities** are served in their school. These competencies empower educators to create an **authentically inclusive school community** and team that works together to meet the unique needs of all learners.

## core competency: leaders



### Equity Mindset

Leaders manifest beliefs that all students can learn and that inclusive environments benefit all students.



### Robust Curriculum

Leaders implement evidence-based, standards-aligned curriculum with clear outcomes and sequenced units of study.



### Special Education Knowledge

Leaders are familiar with special education laws and a basic understanding of how disability impacts learning.



### Inclusive Culture

Leaders set and hold staff accountable for a bold, clear, inclusive vision and aligned practices.



### Leadership Style

Leaders support collaboration, effective change management practices, empathy, and active-listening.



### Administrative Leadership

Leaders allocate resources (staff, funding, etc.) in a way that prioritizes diverse learners.



### Systems Management

Leaders put in place effective systems to manage high-quality special education programming (e.g., master schedule, pre-referral/referral systems, data-driven decision making).



### Professional Development

Leaders prioritize professional development that enables effective programming and bias mitigation practices.

## core competency: teachers



### Culture of Collaboration

Educators believe that all students can learn and grow and deeply value an inclusive school environment.



### Understanding Student Potential

Educators understand how disability impacts learning and how to engage peer support to better understand student needs.



### Building Professional Partnerships

Educators understand how to read, digest, share, and implement special education data and documentation.



### Coordinating & Communicating for Consistency

Educators are skilled in differentiation, specially designed instruction, and effective progress monitoring.



### Building Family Partnerships

Educators enter into effective, reciprocal relationships with families centered on empathy and cultural competence.



### Collaborative Evidence-Based Instruction

Educators effectively co-plan and use collaborative structures for implementing shared instruction.



### Non-Collaborative Evidence-Based Instruction

Educators effectively consult with peers, create high-quality student-teacher interactions, and offer instructional modalities that support diverse learners in accessing grade-level content.



### Student Support System

Educators implement tiered-support systems and special education referral systems that efficiently and effectively support students in need of intervention.