Scenario: Supporting Instructional Effectiveness – The Case of Mr. Lopez

Assignment Title: Identifying a Performance Gap Using HPT

Scenario:

As the case manager for a group of 1st- grade students with IEPs, Mrs. Smith regularly collaborates with Mr. Lopez, a special education teacher responsible for providing in-class resource support and modifications for several students in general education settings.

Over the past quarter, Mrs. Smith has received multiple concerns from general education teachers that Mr. Lopez is not consistently adapting instruction, participating in co-teaching, or documenting accommodations in a timely manner. Parents have also expressed frustration about unclear communication regarding progress toward IEP goals.

When Mrs. Smith meets with Mr. Lopez, he appears committed and caring but admits he feels overwhelmed by managing the diverse needs of his caseload. He shares that he never received formal coaching on co-teaching strategies or time management techniques for tracking goal progress. His lesson planning is rushed, and he often feels reactive rather than proactive in the classroom.

As the case manager, Mrs. Smith is tasked with helping Mr. Lopez grow professionally and ensuring that students receive the support required by their IEPs. To do this effectively, she decides to apply the first five steps of the Human Performance Technology (HPT) framework to assess the issue and develop a strategic plan.

Instructions: Apply the First 5 HPT Steps (Action Plan Prep)

Using the HPT framework, respond to the following:

1. **Performance Analysis**
   What is the desired vs. actual performance of Mr. Lopez in his role as a special education teacher?

2. **Cause Analysis**
   What factors (e.g., lack of training, unclear expectations, resource limitations, or motivation) might be contributing to the performance gap?

3. **Goal Setting**
   Define a measurable performance goal related to Mr. Lopez's support of students with IEPs.

4. **Gap Analysis**
   Identify the specific knowledge or skills Mr. Lopez needs to improve co-teaching, documentation, and instructional planning.

5. **Intervention Selection**
   Propose a performance support plan (e.g., targeted PD, peer coaching, co-planning time, tracking tools) that could help close the performance gap.