

GEA/SPED Committee

5/9/2023

Attendees: Brooke Peckham (chair), Jessica Dunn, Kenzee Besler, Shannon Garner, Jessica Wassink, Kelly Collett, Bryce Day

Excused: Michele Jones

Celebrations – We made it through another year!

Review from last meeting:

- Reactionary vs Responsive to Feedback:
 - Workload not morale, stipend appreciated but doesn't alleviate workload (IEPs and Re-evals, EasyTrac, progress reports, etc)
 - Secondary struggle with accommodations in place for students in gen ed settings (impacted by admin), IEP attendance from gen ed team members (effected by contract time), file holders taking on responsibilities of transition specialists, scheduling students multiple times per year
 - Globally compliance is tanking since pandemic
 - **What can we do in the future, so teachers aren't feeling so overloaded?**
More proactive ideas needed. Difficult to balance best practice vs compliance, compliance wins out usually.
 - Let SPED teachers have a day of the first week PD time for scheduling, set up, etc.
 - PLC with similar teacher areas (AA, FA, etc)
 - Class sizes have huge impact on workload and desire to stay in the special ed field, need a cap in special classes especially.
 - Clear and reliable communication
 - Maybe a weekly newsletter/bulletin of high priority events/tasks
 - Include best practices, i.e. building team with related services, include topics important to season in the year
 - Coordinators check-in more
- Celebrations on district level and team level
 - How to celebrate success and encourage and empower?
 - Pop-ins to schools like GEF Thankful Thursdays, i.e. Wonderful Wednesdays for SPED. Maybe GEA/SPED committee members help?
 - Post on social media
 - Shout outs in compliance tips/newsletters
 - Admin IDEA days: Have principals write up a quick SPED teacher celebration the district can then send out, i.e. Red Car Award (you

always see red cars when you look for them) to focus on the positive

- Budget for celebrations – department heads, SPED rep on leadership teams of elementary?
- Elementary Psychologists: scheduling and attending IEPs/re-evals when split over multiple schools.
 - Effects Related Services too
 - Have service providers proactively provide time frames they need to attend?
 - Share calendars: learn how if needed and entire SPED team use them