



CONNECT
NETWORK
GROW

July 7-9

CEC LEADERSHIP INSTITUTE

GOALBOOK

REIMAGINING OUR LEADERSHIP AND OUR COMMUNITIES

Goals for Today

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Let's
have
some
fun!

1. Help you see “what is” a little differently
2. Help you imagine “what could be” a little differently
3. Provide tangible tools and takeaways
4. Inspire your impact and your curiosity to reimagine leadership and community

Suggested Ways of Being

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Let's
have
some
fun!

- Create a safer space for a braver space
- We are both leaders and learners
- Use “I” statements
- Assume positive intent and focus on impact
- No attribution
- Bring your head and your heart

Awareness, Learning and Change

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Awareness is first

Learning is
second

Learning is only
possible with
action and in
relationship

Change takes
time, commitment,
practice and
mistakes

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Promising Practices

Culture, Leadership and Components

Culture

What is Culture?

Culture

How does culture impact strategy?

Leadership

Your Why Informs Everything,
Including What and How.

Leadership

What are the skills of effective volunteer leaders?

Components

What are the skills of effective volunteers?

Terminology and Framing

Exploring Diversity: Groups and Intersectionality

- Race
- Ethnicity and Culture
- Nationality/Language
- Gender
- Gender Identity
- Sexuality
- Neurodiversity
- Physical Abilities/Disabilities
- Age
- Body size or shape
- Height
- Ways of thinking
- Education
- Socioeconomic
- Professional
- Lifestyle
- Family/Background

Exploring Equality, Equity and Access

EQUITY and EQUALITY

Equality everyone is given the same resources or opportunities.

Equity recognizes that each person has different circumstances and allocates resources and opportunities needed to reach an **equal** outcome.

ACCESS

Access seeks to provide equitable accessibility to all people in a programmatic or systemic framework.

A removal or reduction of barriers to participation by ensuring that information, services and facilities are accessible to all people.



Exploring Inclusion and Belonging

INCLUSION

Inclusion is the **act of establishing** philosophies, behaviors, policies, practices, and procedures that ensure equitable access to opportunities and resources that support individuals in contributing to an organization's success.

BELONGING

Belonging is a **feeling that is purposefully cultivated** in a culture that allows one to thrive by being encouraged to be who they are, fostering a sense of safety, desire for engagement, encouraging creativity and innovation.

Systematic and Systemic

SYSTEMATIC

- Explicit
- Official Policy
- Methodical

SYSTEMIC

- Implicit
- Unofficial Practice
- Embedded

PROMISING PRACTICES FOR COMPONENTS

- Honoring the past, serving the present while building for the future
- Follow a strategic plan, helps filter new ideas
- Volunteers know their responsibility and charge



SHARON NEWPORT

PROMISING PRACTICES FOR COMPONENTS

- ❑ Not every volunteer should be a leader, there's value in many forms
- ❑ Leaders embody values and model the way



SHARON NEWPORT

PROMISING PRACTICES FOR COMPONENTS

- ❑ Volunteers need to be representative of membership, especially the Board.
- ❑ If membership diversity is lacking, leaders seek to evolve this for the sake of the organization's future!
- ❑ Belonging and emotional connection matters, representation helps move this forward
- ❑ Associations are also systems of support and care



SHARON NEWPORT

PROMISING PRACTICES FOR COMPONENTS

- Design your ideal volunteer pipeline
- Build relationships to support your ideal volunteer pipeline's sustainability
- Individual + collective responsibility and accountability matter
- **“Nothing about us without us”**



COUNCIL FOR EXCEPTIONAL CHILDREN

Building Change or Transformation

Key Factors in Change and Leadership

- Mindset
- Capacity
- Proximity
- Self-Reflection

Technical Problems and Adaptive Challenges

“The most common cause of failure in leadership is produced by treating adaptive challenges as if they were technical problems.”

-The Practice of Adaptive Leadership

Technical Problems

Have experienced before and possess the resources and understanding to successfully solve.

- ❑ May be very complex and critically important
- ❑ Solutions come from authority/experts
- ❑ Solutions grounded in current structures, procedures, and ways of doing things

Adaptive Challenges

Usually have not encountered before, and a clear solution is not apparent.

- ❑ Solutions require changes in people's priorities, beliefs, habits, and loyalties
- ❑ Expertise of people in authority not good enough
- ❑ Others must be mobilized in problem solving
- ❑ Evolutionary and involves individual and organizational loss
- ❑ Some trial and error
- ❑ Generative thinking

Adaptive Challenges

How do you know if you're facing an Adaptive Challenge?

- ❑ It's not clearly defined.
- ❑ You don't have all the information or a process to find information.
- ❑ You feel it in your heart, gut and your mind.
- ❑ It challenges deeply held behaviors, practices and ways of working.
- ❑ Stakeholders involved need to be engaged and brought along.
- ❑ It requires learning and risk-taking to reach a solution.

Polarities



Polarities

A situation in which two interdependent and seemingly contradictory states must be maintained for success over time.

Problem vs. Polarity

A question or puzzle
that needs to be
solved

A situation in which two
interdependent and
seemingly contradictory
states must be
maintained for success
over time

Problem vs. Polarity

Either/Or

Both/And

Some Polarities in Organizations

- ❑ Structure and Flexibility
- ❑ Big Picture and Details
- ❑ Stability and Change
- ❑ Member Interests and Component Interests
- ❑ Focus on Costs and Focus on Quality
- ❑ Focus on Task and Focus on Relationship

Key Factors in Change and Leadership

- Mindset
- Capacity
- Proximity
- Self-Reflection

Let's Explore Together!

Get a Piece of Paper
and Something to Write
with...

Let's Explore Some of Your Identities

WRITE THIS DOWN

1. Age

2. Race/Ethnicity

3. Gender (identity/expression)

4. Disability Status

5. Education Level

6. Region/Locale

7. First Language

8. Sexual Orientation

9. Socio-Economic Status/Class

10. Religion or Spirituality

11. Career Level or Sector

12. FREEBIE!

Who is in your proximity and how do they compare to you?

- Family, chosen or otherwise
- Circle of Closest Friends
- Mentors
- Mentees
- Movies, Music, Books
- Hobbies
- Neighborhood
- Most Comfortable Approaching in Public as a Stranger

Let's Discuss

- ❑ Do you see any themes?
- ❑ Any Ah-Ha moments?
- ❑ Do you have a comfort zone, and can you articulate it?

To Ponder as You Proceed

When you think of “leaders” or “professionalism”:

- Do you think it might be influenced by any bias or proximity?
- If so, are you open to any of that being unhelpful and experimenting towards a new outcome?

To Ponder as You Proceed

Does the volunteer experience look exciting and rewarding to your members?

KEY QUESTIONS

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Key Questions

How do we craft structures and opportunities that are future focused, transparent, equitable and inclusive?

Key Questions

How do we cultivate a culture that is welcoming, rewarding, equitable and inclusive?

Building Your Volunteer Pipeline

New School Shoulder Tapping

A Technical Solution in the Adaptive Opportunity!

SINCLR

S	SLOW
I	INTRODUCE
N	NOTICED
C	CONSENT
L	LISTEN
R	RELATIONSHIP

SINCLR

S

SLOW – Breathe!

I

INTRODUCE - name CEC role

N

NOTICED – professional reference

C

CONSENT – ask the question

L

LISTEN – pause for response

R

RELATIONSHIP – if they say no...



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Program Showcase

**Celebration of Successes
and
Inspiration for your Component!**

DCDT MEMBERS TOWN HALL

Division on Career Development and Transition DCDT
Al Daviso

DCDT Town hall Overview

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- Members only Townhall Discussions:
 - Monthly
 - Led by our Board Members with topics relevant to the field , offering not just information but an opportunity to network and connect with membership
 - Members only – each committee targeted our membership
 - We did require registration- Why?

Members only Town hall Execution

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- Planned Monthly in advance assigning board members:
 - Each board member was able to select a topic with their committee and then plan with support from ED and townhall discussions were facilitated by ED and Vice-President- (assign constant)
 - Free – used constant contact and
 - Relevancy, format, and consistency provided challenges

Successes & Plans for Future

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- Increase of folks using our DCDDT website and communicating with us
- A way to connect with members who may not want to join a committee, particular appeal for practitioners
- We will do monthly townhalls but will remember volunteers and schedule as such – involve Past-Presidents?

Advice

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- Ensure that folks can connect and talk on the call that it is not just a webinar.- include jam boards and breakout rooms if large- post handouts and recordings on your website, market...
- Not all are comfortable ...

Contact Information

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- sdojonovic@ku.edu
- www.dcdt.org

MENTORING AND MEMBERSHIP TO RETAIN OHIO'S TEACHERS

Ohio Unit

Taylor Gibbons

Mentoring & Membership Chair

Intervention Specialist

Victor Torres

President Elect

Associate Principal
Coordinator of Student Services

New Teacher Institute

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- ✘ Our program provides support, resources, and networking for new teachers.
 - ❑ Completed cohort 1 SY 2022-2023
 - ❑ Offered free CEC membership as well as mentoring from an experienced teacher
 - ❑ New teachers in Ohio
 - Special educators and general educators



Program Execution

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- CEC Ohio partnered with the Ohio Department of Education
 - ODE was looking into how to retain teachers in Ohio
 - CEC Ohio applied for state grant money to fund the program
 - Challenges
 - Response rate of 1st year teachers
 - How we could effectively use the funds

Ohio | Department
of Education

Successes & Plans for Future

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- ✘ All 1st year teachers that participated in the end of year survey were returning to teaching!!!
- ✘ We are starting cohort 2 in the fall. Looking to increase the number of new teachers in the program.

□ 100→120



Advice

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- ❑ Create a partnership with your state department of education.
 - Invite to a unit/division meeting
 - Ask to share state updates at unit/division state conference
- ❑ As you begin the mentoring program process, make sure there are set expectations for participation from new teachers and mentors.



Contact Information

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Feel free to reach out for more guidance.

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Victor Torres
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THE INTERSECTION OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY WITH INSTRUCTIONAL AND ASSISTIVE TECHNOLOGY

Innovations in Special Education Technology Division (ISET)

Danielle Dutcher and Sarah Howorth (on behalf of division president
Aleksandra Hollingshead)

Program Overview

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- Weaving DEIA work into ISET:
 - Initiated in summer 2020
 - ISET board members brainstormed ideas for intentional integration of DEIA focus into ISET work
 - All ISET and CEC members should benefit, especially those historically marginalized

Program Execution

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- Intentional involvement from ISET board members to execute the following steps:
 - Develop DEIA statement for ISET [website](#)
 - Contribute to the [special issue](#) of *TEACHING Exceptional Children* journal on DEI work in CEC subdivisions
 - Create a DEIA committee and recruit a leader to run it- Danielle Dutcher
 - Develop DEI annual publication award for an article published in the Journal of Special Education Technology (JSET)
 - Propose and execute a [special issue](#) of JSET on DEI and technology (published in March 2023!)

Successes & Plans for Future

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- ISET is excited about these initiatives and efforts
- Our hope is to continue this work, specifically:
 - recruit and support more diverse board members into ISET leadership,
 - highlight research conducted by scholars from diverse backgrounds and capturing issues of students from marginalized backgrounds
 - Ensure that no conversations/ policy/ research on instructional or assistive technology happens without consideration of DEI

Advice

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- Ensure DEIA considerations are embedded in each division's mission and goals
- Identify priorities and specific action items for each division to target
- Start small but dream big- our work on ensuring diversity, equity, inclusion, and access for ALL students, especially those from historically marginalized backgrounds is critical

Contact Information

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Aleksandra Hollingshead

ISSET President 2023

ahollingshead@uidaho.edu

PRESIDENT'S NEWSLETTER

Teacher Education Division (TED)

Peggy Weiss

Program Overview

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- President's Newsletter:
 - Monthly brief shout outs and pertinent news with a personal intro
 - Purpose was to
 - Inform and engage,
 - Put TED in front of members in a regular way
 - Highlight activities and dispel myths
 - Low key, not taxing or super big deal

Program Execution

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Execution

- Share how the program was planned and executed, including:
 - ▣ About 1 week before, I gather information from all board members, committee, caucus, SIG leads, and Board notes
 - ▣ Put blurbs together with relevant links straight to the TED website
 - ▣ Send to Brannan to publish and distribute
 - ▣ Challenge: sometimes have to find things!

<https://tedcec.org/blog/category/leadership-message>

June 8, 2023

It's June! That means, in my part of the world, the sun is shining, flowers are blooming, and nearly everyone in my family has either a birthday or an anniversary. It also means many of the offices of teacher educators are empty-- I know many of you are spending your time writing grant proposals these days. All the best!

Your TED Board met yesterday. There are many, many things happening in committees, caucuses, and SIGs. Please see below and in our reports [[link here—link to board reports and SIG/Caucus updates](#)].

The [calendar](#) on the website includes ways you can get involved. [Our conference](#) is coming together and you should receive decisions on proposals very soon. Please consider [attending](#) as our hope is to make the conference more interactive and engaging—we, as a field, have so many topics that need to be talked about from multiple perspectives in a professional way. We are hoping that the conference will provide a space for those discussions. I hope you get the chance to take a breath and relax a bit with those important to you. I'm going to try to read some of those journal articles from [TESE](#) and [JOSEP](#) that I've piled up!

Peggy Weiss
mweiss9@gmu.edu

Successes & Plans for Future

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- “I’m a past TED president from a while ago and just wanted to compliment you on your lively and informative update. It’s so wonderful to see things are moving along. I was the one who got the logo developed and worked big time on TED’s financial solvency. Hopefully, we still have some investments. Anyway, best wishes to you and thank you for your service.”
- Responses from members, getting info without asking for it!
- Continue through presidency...follow up with in person at the conference

Advice

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- Easy to connect
- Puts name and organization in front of folks
- Make it manageable for yourself—build on the work of others

Contact Information

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- mweiss9@gmu.edu
- <https://tedcec.org/blog/category/leadership-message>

AZ CEC STATEWIDE STUDENT CHAPTER

Arizona Unit

Amy Papacek



Program Overview

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Creation and Constitution/Bylaws have been done over the past 2 years

- 👉🕒 A “**statewide**” vs. individual university/college student chapter
- 👉🕒 5 Regions (across the state)
- 👉🕒 Board: 1 faculty, 1 undergrad 1 grad student from each region
- 👉🕒 Offers **accessibility** to all students in the field of special education - teachers and related services
- 👉🕒 **Any** student: Undergraduate through PhD



Program Execution

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x Who was **involved**:

🔔🕒 AZCEC President and University Faculty (Kim Peaslee & Amy Papacek)

x **Cost** - Initial funding grant from AZCEC

🔔🕒 1/2 membership fee

🔔🕒 Mini-fans

🔔🕒 Flyers

x **Challenges**

🔔🕒 Faculty recruitment

🔔🕒 Finding common time to meet

🔔🕒 How raise funds



5 FUN FACTS to know about



1. Free Resources

You have access to thousands of free webinars, journals, books, professional development opportunities, student teaching materials, and more!

2. Build your Resume

There are hundreds of volunteer and leadership opportunities that will allow you to gain experience and build your resume.



3. Career Search

You have access to state and national level resources to help you land your dream job!

4. Networking

You have hundreds of current, as well as future, education professionals at your fingertips via town halls and conferences.



5. Don't Say Goodbye

After graduation, transition your membership and retain access to invaluable support for your specialized field along with volunteer opportunities throughout your career!

Join Today!
AZCEC.ORG

Successes & Plans for Future

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Event Success:

- ✘ Virtual Behavior Management Make & Take Workshop

Benefits:

- ✘ Opportunity for Statewide and Regional collaboration
- ✘ Inform members about the educational success and needs of exceptional PK-12 learners.
- ✘ Inform members about professional development opportunities and local/national governmental issues

Future plans:

Recruit Members and Provide Timely Quality PD for Pre-Service and Continuing Teachers they can implement
TODAY!

Advice

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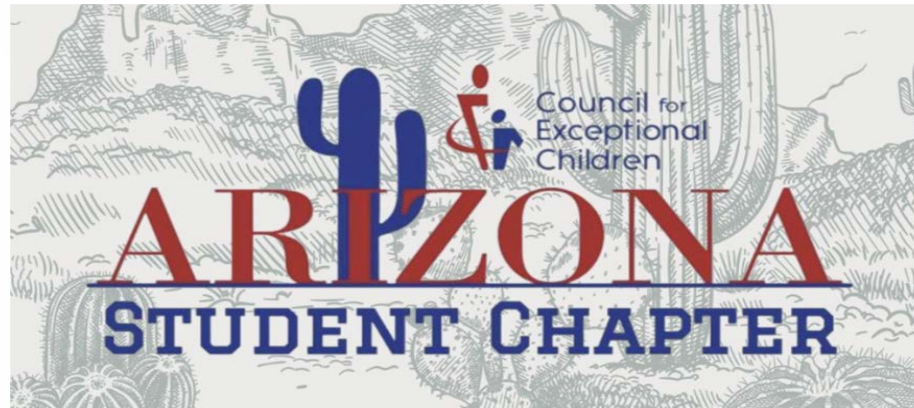
- × **Struggles** have been with having faculty **‘remote’**
 - 💡🕒 Recommend having at least one in-person meeting when deciding recruitment events/ideas
- × **Secure** faculty and a few key student board members from the beginning
- × Consider offering **‘free’** events for pre-service teachers and novice teachers to **“get the word out”**

Contact Information

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Chapter email for Student Board Members:
Azcecstudentchapter@azcec.org

Would like to network with any other state deciding to implement own statewide chapter!





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