

Board Report for December 11, 2024

Shelly Patrick, Assistant Director of Student Services

Leading Change Plan Implementation:

After working with the Leads, the caseload/workload goal was revised to:

The Student Services Department will collect caseload/workload data three times during the 24-25 school year (October, January and May), working toward only collecting workload data by May 2025 to comply with the Behavior Analyst Certification Board and the Ohio Special Education Operating Standards.

- The Leads and I met to discuss concerns and suggestions they have heard from their Teams. We identified 4 Barriers to the Time Study for Workload: Time, feeling there will not be a change with districts, not having people to fill vacancies when there is an identified need for additional staff, and needing clarity of what to track. We watched a video of Chris Nikic: <https://www.youtube.com/watch?v=tsh8ngsQOHM> which motivates individuals to get 1% better each day. The discussion was that moving to a workload approach will not evolve overnight, but we should look at it as approaching it and improving the idea 1% at a time.
- The Leads are working to identify Consistent Forms and a consistent process for their teams to be able to calculate workload. Johanna shared a calculator from Madison Champaign ESC that the teams will consider using. We will meet again on January 23rd to finalize this part of the process and then the Leads will share the information with their teams at their Networks in February.

The student services department will coordinate and offer trainings for the 3 networks offered throughout the year, aligning with the network discipline and interest; as well as provide an online and/or conference option that Providers may choose to use budgeted funds to join in order to choose professional development for individual areas of interest; as well as receive accredited CEU's toward licensure.

- The Leads will take the lead to determine a PD need for the February Networks where the Teams will meet individually to address content specific areas. The Leads will also share the process for each of their teams to begin collecting data for the workload process.
- Capture interests in Exit Tickets
- Also working with committee to plan a Student Services Conference in August 2025
 - 11/22 and 12/5, the Co-Chairs and I met to begin securing presenters and determining contract needs.
 - We will be meeting with the committee in January to develop sub-committees to design a flyer, finalize CEU packets to submit and plan a theme.
 - Continuing to work with State Boards to provide accredited CEU's for each discipline area
- Networks will also allow networking time for teams to share ideas

The Student Services administration will develop a visitation schedule for administration to meet with providers at their assigned locations, scheduling a minimum of two visitations within each school year.

- The following visits have occurred:
 - 11/13 Crestview
 - 11/13 Bucyrus
 - 11/19 Mt. Gilead
 - 11/20 Galion
 - 11/21 Hillsdale
 - 11/22 Colonel Crawford
 - 11/25 Lexington School Psych Team
 - 11/25 Lexington MS/HS/Eastern SLP
 - 11/26 Shelby St. Mary's
 - 12/4 Lexington PT Team
 - 12/5 Lexington PreK PTA

The Student Services Department will identify and establish at least 2 activities (within our control) that support the retention of current staff.

- The December Newsletter has been sent and is now including Shout Outs.
- Please refer to support to current personnel
- An email was sent to the School Psychologist Team (Week of Nov. 4) and the OT Team (Oct 27) for their appreciation week and day.

New Goal based on feedback from climate and culture survey:

Based on the needs of our districts and providers, the Student Services Department will develop processes and procedures to provide more timely services.

- Need to begin working to develop:
 - Onboarding & Support: Hire to Retire
 - Checklist | Check -In
 - Process for Schools to request new service (i.e. behavior referral)

Support to current personnel:

11/13 Met with COTA about her desire for reduction of days

11/13 Met with Crestview SLP Team as a follow up to extra support with SLP on FMLA and returning

11/15 Check in with new OT

11/19 PreK Itinerant OTES Observation

11/20 Check in with Director for Homebound Instruction

11/25 Met with Director and SLP Team in Lexington to provide support

11/25 EL Team meeting

11/26 Met with Lexington Related Service Providers to hear concerns and offer support
11/26 Follow Up call with Lexington OT
11/26 PreK Itinerant OTES Post Conference
11/26 Met with Lexington School Psychologists to hear concerns and offer support
11/26 Lexington Homebound Instruction meeting
11/26 Follow Up meeting with School Psych, Director and HR Director about remote calendar
12/3 IS OTES Walk Through
12/4 Met with Lexington OTA's to support coverage until new hire
12/4 Met with Lexington PT Team to hear concerns and offer support
12/5 SLPC/SPC meeting
12/5 Met with SLP and HR Director to complete Incident Report Investigation
12/6 Lexington OT Team check-in

ATTENDED:

11/15 Directors Network
11/19 Morrow County FCFC
11/22 Webinar for OTES Walk Through and Post Conference
12/3 ELAN Network
12/5 CPI Virtual Check-in

Professional Development:

11/12 Guidance Counselor Network: What is a Culture of Wellness?
11/18 Lucas PBIS Tier 2 Day 1
12/2 Call with Director for CPI need
12/9 Lucas PBIS Tier 2 Day 2

Hiring Efforts:

11/15 School Psych interview
11/21 Meeting with Miami University

11/22 Meeting with University of Dayton

11/26 Met with HR Director about coverage for upcoming FMLA leaves

11/26 PreK Itinerant Interview

12/4 COTA Interview

Steps Completed for Assistive Technology Team Implementation:

Working to set a time with Technology to follow up on the new policy and what applications will be viable, as well as starting a lending library for AT of all content areas.

Met with the Galion team for eye gaze evaluation

Working with the Library to support their efforts in proving lending library for enrichment AT devices.

PBIS Focus Group Work:

Reviewed the videos for Modules 1,2 and 3 of Classroom Practices

12/4 PBIS Online Training CORE Team meeting