

Board Report for August 12, 2026

Shelly Patrick, Assistant Director of Student Services

Leading Change Plan Implementation:

We met with the Leads on July 31, 2026, and the team decided to maintain the current Leading Change Plan Goals based on the feedback received from the Student Services Department at our End of Year Celebration.

Overall, staff did not appear to be asking for major changes. They are asking leadership to protect the parts that make them feel connected, valued, supported, and professionally equipped.

The most important areas to sustain are:

1. Connection and networking
2. Meaningful staff recognition
3. Approachable and visible leadership
4. On-site district visits
5. Professional learning and CEU access
6. Student-centered decision making
7. Support for staff retention and workload realities

Goal 1: Create a consistent, clear, and supportive workload system embedded into department culture.

- Tech has helped create streamlined processes for the 26-27 school year workload data collection, and this will be shared at the October 22 Network with our first data collection on Dec. 18, 2026 to be shared with Directors on 1/15/2027. This data will also guide conversations for our pre-district meetings for the 27-28 school year.

Goal 2: Strengthen Professional Development and Networking – Deliver high-quality, relevant PD and collaborative networks that support growth and innovation.

- Includapalooza 2026 planning is continuing.
 - Finalized Exit Ticket
 - OT and PT Board have approved the CEU submissions, as well as OSHLA/ASHA for SLP.
 - As of 8/10 we had 89 people registered
- The leads indicated a plan for Professional Development at our Networks for the 26-27 school year
 - October 22, Executive Functioning and Collaboration with Paraeducators
 - January 27, Hybrid, Legal for Ethics
 - March 15, TBD

Goal 3: Improve Recruitment and Retention: Build a supported workforce through mentorship, development programming, and streamlined hire to retire and recognition.

- **Support for current personnel:**
 - Helped RBT with work calendar
 - Check-in with BSS NSW to start planning for 26-27 SY
 - Check-in with SLP for position
 - Check-in with RBT for position
 - Check-in with Assoc to Psych for FMLA
 - Introductions of new staff:
 - Bucyrus
 - Crestview
 - Buckeye Central
 - Lucas
 - Madison
 - Galion

Goal 4: Cultivate a Positive Culture and Climate – Foster a connected, inclusive, and wellness-focused work environment.

- We have reached out to Taking Root Farms to plan a tour of their facility. We are currently waiting to hear back from them.
- We included in our All Staff survey for our team to provide ideas for work/life balance activities and to gain an idea of when to hold our End of Year Celebration.

Attended:

7/15, 22, and 29	OPEPP Paraeducator Book Study
7/21 and 22	Virtual Ultimate SPED Conference
8/4	Admin Conference
8/5	All Staff

Professional Development:

Mentor/Mentee Meet and Greet

Prep for CPI

Prep for Paraeducator training

Prep for BASE pilot