Board Report for November 11, 2026

Shelly Patrick, Assistant Director of Student Services

Leading Change Plan Implementation:

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 was shared at the October 22 Network and at the SpEd Director Network on 10/30. The first data collection will be 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. The team will have the option to sign up for a virtual time to meet with me throughout December prior to the due date on the 18th to work through the calculator together.
  - I need to work with our OT lead to determine the discrepancy in the caseload being calculated for OT's and PT's.
  - Met with Director to work through the workload calculator for an SLP.

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

- Includapalooza 2027 Planning has begun
  - The committee met on 10/14 to discuss ideas for the 2027 keynote. The committee met again on 10/22 and determined Tyler McNamer will be the keynote. I'm currently working through the contract process.
  - The committee will meet 11/9 to determine breakout topics
  - The co-chairs will then determine a final schedule prior to 12/18.
- The leads and I have a plan for Professional Development at our Networks for the 26-27 school year
  - October 22, Executive Functioning/Emotional Regulation and Collaboration with Paraeducators
  - January 27, Hybrid, Legal Updates is scheduled with Miriam Fair of Weston and Hurd.
  - March 15, TBD
- The team has received an email to be included in online professional development opportunities specific to each discipline area and that will provide accredited CEU's for their licensure renewal. These opportunities allow them to identify areas of growth for their individual needs.

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:**
  - Met with COTA for support for workload and OT support
  - Met with RBT for support

- Eric and I met with OT for support. Working with HR Director for questions about days and insurance.
- Completed mediation for two staff members
- OTES Walk Through for PreK Itinerant
- OTES PGP and HQ data with IS serving nonpublic schools
- OTES Preconference with PreK Itinerant
- OTES Formal Observation for PreK Itinerant
- Completed the following Fall visits:
    - Highland
    - Mt Gilead
    - Lexington COTA
    - Cardington
    - Plymouth School Psych
    - Lexington OT
    - Madison Elementary/MS/Intermediate
    - Plymouth

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 would need to collect FBI/BCI checks for anyone wanting to attend, so we may have them come to a network to share their program.
- We are working to plan a Christmas/Holiday event for 12/8

Attended:

10/14 SLP/SP Consultant check in

10/20 Beyond Extra Hands: The Leader's Role in Empowering Dynamic Teacher-Paraprofessional Teams

10/21 Executive Functioning Leadership Webinar Series 1 of 3: Why Students Won't Start Their Work and What Leaders Must Do Differently.

10/28 HS SLP/SP mentorship meeting

Professional Development:

BASE Pilot – Supporting 3 teachers through processes to Build Academic Structured Environments

- Met with Shawna Benson to work on a visual representation of the program for a flyer

- Supported one teacher with several visual tools to use in the classroom and completed an observation then provided several supports we could provide. We will plan a follow up time to help implement these supports prior to Thanksgiving.
- Checked-in with the other elementary teacher and provided some feedback. She will reach out when she needs additional support.
- BSS-NSW is providing weekly support in the HS classroom. She is working to help the teacher put whole classroom schedules in place that include all of the adults and when they are supporting which students.

10/19 Virtual IS network

10/20 Crestline St. Joseph PBIS

10/21 Met with Director about Behavior PD/CPI Options

10/21 Virtual IS Network

10/22 Student Services Network

10/23 Mt Gilead Para Training

10/30 PreK-3 Executive Functioning and Emotional Regulation

10/30 SpEd Director network – explained workload calculator and BASE

11/6 Bucyrus PBIS

Hiring Efforts:

Interviewed RBT, offered and declined offer