

APPROVED MINUTES

Meeting Place: Microsoft Teams platform (Virtual Meeting)

Date: Thursday, October 13, 2022 (4:30 p.m. to 7:35 p.m.)

Present: Sandra Chittenden, Katie Ballard, Dawn Campbell, Jamie Crenshaw, Kim McNamara, Sara Crux, Scarlett Duncan, Rene Sanchez, Dana Lesperance, Lisa Campbell, Molly McFaun, Jacqui Kelleher, Alison Amidon
Guests: Susan Dreyer, Tracy Rubman, Sienna Tuinei, Mack Gardner Morse, Teagen Comeau, Meg Cline, Julia Smart

Agenda:

4:30-4:35	Come to Order, Review Group Expectations/Norms
4:35-4:45	Review and Approve Minutes
4:45-4:55	Public Comment
4:55-5:15	Open meeting law training-Emily Simmons
5:15-6:00	Update from AOE on rule change roll out/technical assistance
6:00-7:00	Update from the AOE around Critical shortage and discussion from the Panel
7:00-7:35	(Housekeeping)-election of new member to executive panel, vote on new member, review stipend process & mileage
7:35	Adjourn

Come to Order, Review Group Expectations/Norms:

Katie Ballard called the meeting to order. Dawn Campbell reviewed meeting norms.

Review and Approve Minutes:

Rachel makes a motion to approve August and September minutes. Sandra Chittenden 2nds. No discussion. All voted yes to approve both sets of minutes.

Public Comment:

Mack Gardner Moore made a public comment. RTI to identify SLD, strengths and weaknesses. Has concerns around contradictions. What is Vermont's vision for Special Education, screening, early intervention, we need remediation vs. just providing accommodations.

Meg Cline 1st time joining onto the panel. Intersectionality between disability, hazing, harassment, bullying, and harsh discipline & suspensions. Disability discrimination. Fester into discipline, critical teacher shortage.

Open meeting law training-Emily Simmons:

Emily Simmons couldn't make it this evening, tabled conversation till the next full panel meeting.

Update from AOE on rule change roll out/technical assistance:

Jacqui: Update from AOE on rule change roll out/technical assistance: Dispute Resolution, multiple data points, on site reviews multiple schools, targeted technical assistance- reporting frequently, desk audit reviews- especially during covid- learning loss, regression, districts will be reviewed, denial of FAPE and was comp ed provided to those students. How did we do in the last 2 years, triangulation December 2019 Burlington had an onsite review. Jacqui provided links below.

<https://sites.ed.gov/idea/idea-files/2022-spp-apr-and-state-determination-letters-part-b-vermont/>

<https://education.vermont.gov/data-and-reporting/school-reports/special-education-reports>

Katie: Which parents get chosen for those case reviews. VFN doesn't support all marginalized voices.

Jamie Crenshaw: Reports to the community because I feel like we never hear anything about it. It's kind of just gets hushed, hushed with the parents and the school board. Unfortunately. So, I'm just curious if that's a requirement of the AOE's to ensure that the community is aware of what's happening, whether it was a good reporter, a bad report.

Sandra Chittenden: You know, I got things that VFN would have never have been able to get for my own lol as children. I love them as an organization, but at the same time, echoing what Katies saying that they really don't represent all the marginalized voices and the families are cherry picked when they're giving some of their recommendations to the State.

Susan Dreyer Leon (Guest): I think a lot of us as parents experience this phenomena. Our kids have identifiable needs. My daughter has multiple disabilities. She's in the ODP program here in Springfield, and I feel like what happens is like we had our IEP meeting yesterday and her math teacher turned to me and said, can you help me find some resources? I don't know how to help her learn math.

Tracy Rubman: Systems change, teacher, and comp ed for teachers so that they are getting what they need and can be successful in their jobs.

Dawn Campbell: Special Education administration administrator. Aren't day programs for students. Technical assistance is more, all of it comes from somewhere. Appreciative of the TA, but respectfully it's just more.

MTSS intent focusing on the scientifically evidence-based approaches. AOE can't determine what districts use. Andrew F. as a [guide](#).

Form 5 is changing. Refresh for 2 and 5 to be in line with Andrew F. Mentor for rule changes/ and resources. Different organizations are giving training, regional training for the entire state to help support the rule changes so that it is successful. Needs assessment being done by AOE in December. Leveraging the award of the grant the state got from the federal department of education.

Katie: Any concern around the field asking for another delay.

Jacqui- nothing that she's heard.

Rachel: Emotional Disturbance used as a catch all, instead of identifying the underlying.

Update from the AOE around Critical shortage and discussion from the Panel:

<https://docs.google.com/presentation/d/1eT7x-phLdPefNJjXTh5YrqhgkWJQx2tY/edit#slide=id.p1> Sienna Tuinei- from CA helping AOE for a 2nd year to help VT retain staff. Data- practitioners said they are leaving or not recommending Special Education to others.

- Improving how we attract, prepare, and retain effective personnel for children with disabilities is a critical need that will only be resolved by prioritized and collaborative efforts. The 2020 OSEP Summit provided an opportunity to bring together various stakeholders to explore potential strategies and innovative approaches to address this critical need.
- While already on the AOE's radar well before COVID-19 as an area of unmet need across the state, the AOE Special Education Team has identified this as a priority area for Vermont and identifying resources, supports, and solutions that meets the needs of attracting, recruiting, and retaining highly qualified personnel educating children and youth with disabilities.
- Summer Survey 352 participants.
- The AOE conducted a survey to address the special educator recruitment and retention shortage. They asked open-ended questions regarding changes and/or programs to be created at the school/ LEA/ state level to improve special educator recruitment or retention, what would it be?
- Within the survey we found various responses identifying major areas of stress that impacted retention.
- Subcommittee work is possible around this, and the executive committee will have this discussion. Jacqui commented on having Sienna to lead this subcommittee if we choose to proceed forward.

Why are Educators leaving the profession or planning to leave?

Workload: Lack of collaboration with Gen Ed, Caseload, paperwork, too many responsibilities, no mentor, Administration Support, Planning Time, Professional Development Programs. **Recognition:** Support for Higher-Up, Benefits, Incentives, Funding, Reimbursement, Respect/Recognition.

Siena: Lack of teachers is a National Security Threat! Email: sienna.tuinei@partnervermont.gov

Katie: Grants for people to move and work in Vermont, and it included specific language that said teachers/special educators were excluded from accessing those grants.

(Housekeeping)-election of new member to executive panel, vote on new member, review stipend process & mileage:

Tracy Rubman- Special Educator-couple different districts. Elementary school, transitions, functional transitions. Introduced herself, attending her 2nd meeting. Advising on unmet needs for the panel, and wants to take her experience of 25 years, and wants to understand AOE, parents, give us all perspectives so they don't quit. Parent of a special needs child who is now an adult. Sandra motions to endorse Tracy Rubman to the panel, Rachel 2nd Unanimous vote to endorse her to the Governor's office for official appointment.

Election of new member to executive panel: Crista wants to change her hat to a Special Education of Higher Education. We need to vote on a parent to the executive committee.

Opens the floor for nominations, Rachel nominates Scarlett Duncan, Katie 2nds it. Discussion: None. Vote: Unanimous all-in favor of voting Scarlett onto the executive committee.

Reviewed stipend process & mileage: Eligible members can get 50\$ for each meeting and can get mileage reimbursed. Sabine Perry is our AOE staff that can answer questions on this.

Adjourn:

Motion to adjourn the meeting at 7:30 by Sandra Chittenden, Katie Ballard moves to Adjourn without Objection.

Meeting Schedule (hold the date):

[November 10, 2022](#) (Virtual, 4:30pm-7:35pm)

[December 8, 2022](#) (Virtual, 1:00pm-4:05pm)

[January 12, 2023](#) (Hybrid), 4:30pm-7:35pm)

[February 9, 2023](#) (Virtual, 4:30pm-7:35pm)

[March 9, 2023](#) (Hybrid), 4:30pm-7:35pm)

[April 13, 2023](#) (Hybrid), 4:30pm-7:35pm)

[May 11, 2023](#) (Hybrid), 4:30pm-7:35pm)

[June 8, 2023](#) (In-person) 10:00am-4:05pm