

**COUNCIL FOR EXCEPTIONAL CHILDREN
BOARD OF DIRECTORS**

Minutes
April 9-10, 2022

(Approved July 13, 2022)

Board Business Meeting: April 9

1.0 Call to Order and Official Items

1.1 Call to Order

President Danielle Kovach called the regular meeting of the Council for Exceptional Children Board of Directors to order at 9:02 a.m. ET.

1.2 Record of Attendance and Determination of Quorum

Executive Director Chad Rummel called the roll. A quorum of the following Directors was present:

Danielle Kovach
Angie Jasper
Dennis Cavitt
Tisa Aceves
Joy Banks
Ben Hicks
Will Hunter
Laural Jackson
Cindy Perras
Charmion Rush
Kareem Thompson
Ben Tillotson
Mitch Yell

Not present: Tachelle Banks, Yvonne Bui

1.3 Adoption of Agenda

MOTION: Cindy Perras moved to adopt the Board Business Meeting Agenda. Angie Jasper seconded.

Motion passed.

1.4 Consent Agenda

1.4.1 January 2022 Board Meeting Minutes

1.4.2 February 2022 Online Voting Minutes (Ratification of Bylaws Amendments)

MOTION: Dennis Cavitt moved to adopt the Consent Agenda. Mitch Yell seconded.

Motion passed.

2.0 Organizational Items

2.1 Strategic Plan

2.1.1 Update by Goal

Strategic Goal #1: Develop and support an effective and diverse workforce of special education professionals

Laurie VanderPloeg, Assistant Director for Professional Affairs, provided the following information:

Objective: Provide high-quality support to the pipeline of pre-service and early-career special education professionals

Supporting Deliverables:

[JumpStart Program](#) for new special educators

[Learning Library](#) of on-demand PD

[Exceptional Teacher Resource Repository](#)

Objective: Define the standard for highly effective special education professionals to inform and guide special educator preparation programs

Supporting Deliverables:

Standards/National Recognition with the Council for the Accreditation of Educator Preparation (CAEP)

The new [Practice-Based Standards for the Preparation of Special Educators](#) (“The Purple Book” is out.

CEC [Accreditation Program](#) Launched

Brad Duncan, Director of Standards and Accreditation, is working with the Accreditation Commission. Information on the process has gone out. Three applications have been received and there have been numerous inquiries for more information.

Updated [Core Competencies for Special Education Paraeducators](#) Published

Pull out of Purple Book; webpage created for paras

Creating a paraeducator evaluation tool that locals can use.

Help build relationship with principals’ association (NAESP, NASSP)

Virginia: CEC Standards/[High Leverage Practices \(HLPs\)](#)

Promoting standards and their alignment to HLPs to the VA Aspiring Administrators Academy.

The new 2020 standards align to the High Leverage Practices (HLPs), creating a continuum of support from the preservice (EPP) to the local professional development offerings.

Objective: Support the retention of effective and diverse special education professionals

Supporting Deliverables:

[Attract, Prepare, Retain Webinar Series](#)

Nine of 12 ready to roll out on April 14th

April 18th: Department of Education offices doing a webinar on federal funds supporting the educator shortage issue.

Almost 1,100 registrants

Collaborating organizations: (AACTE, Great Teachers & Leaders, NSSIP, Learning Policy Institute, OSEP, OSERS, OESE, NASDSE, CASE, ECPC, NASP, NASSP, NAESP, CCSSO, National Center for Grow Your Own (NCGYO), National Center for Teacher Residencies (NCTR), TED, Teacher Salary Project)

Moving from information about to implementation of innovative practices (e.g., grow your own, working conditions, etc.).

Contract Training Programs (HLPs, collaboration, instruction)

Another contract training has been signed with the Virginia Department of Education, including principal trainings and HLPs

Other potential states have been contacted.

[Paraeducator Support Program](#)

A fully online, on-demand program designed for special education teachers, special education administrators, and building/district administrators consisting of eight curated, on-demand workshops (9 professional development hours/PDHs) providing evergreen strategies to help enhance the support provided to the paraeducators.

HLP Implementation for Paraeducators Program

New HLPs for paraeducators rolling out in four parts starting in May

Collaboration with American Occupational Therapy Association (AOTA) on Self-Regulation

Two-part [webinar series on self-regulation](#)

Convention Educational Program

The Call for Proposals for the CEC 2023 Convention & Expo is open through May 15th.

[Life Centered Education](#) Curriculum Update

A workgroup is in the process of updating the curriculum; there will be a meeting in June

[Educator Shortage Presentations](#)

There is a great deal of interest in hiring CEC to do trainings based on the educator shortage presentation with LaRon Scott, Ed.D., of Virginia Commonwealth University.

Presentations have been done at the CASE, NASDSE, MAASE (Michigan administrator's association), IN and KY CASE, and PA DOE Conferences, and three sessions at the TED conference

[Center for Learner Equity](#) (formerly NCSCES) panel presentation

Webinar for eLuma

Podcast every two months with Education Talk Radio; Laurie and Chad participated in one, and Brad Duncan participated in one. The next is in July and the final will be in November.

Objective: Increase awareness of and provide access to current research and strategies for application

Supporting Deliverables:

Monthly additions to content in the [CEC Learning Library](#); one-off webinars being done.

Quick Takes/micro learning offerings focused on strategies for teachers

Quick Takes are short videos, with each episode focused on a specific topic or question that has recently risen to the top of the special education field.

Access to peer-reviewed resources in the [Exceptional Teachers Resource Repository](#)

Strategic Goal #2: Intentionally embed diversity, equity, inclusivity, and accessibility within CEC

Chad Rummel, Executive Director, provided the following information:

Objective: Ensure internal systems position CEC to be a diverse, equitable, inclusive, and accessible organization free of bias

Supporting Deliverables:

[Project 20/20](#) Goal 2* is working in this area

* Promote equity and engagement (volunteers, leaders, and participants in CEC professionally and scholarly activities, etc.) by identifying and eliminating barriers that exist

Reviewed HR recruitment process for last two hires to ensure best practices in place, including external job posting sites

Addressing DEIA in editor searches for new TEC and EC editors

Starting fall 2022

The Publications Committee is discussing how to ensure equity in the two editor search processes

Convention CFP now includes metrics around diversity of speakers

Also reflected in scoring of proposals

Virtual Convention speakers are now required to use captions and 508 compliant templates

This was requested for the last two virtual conventions

[The Learning Library](#) is being audited for accessibility of old recordings

Objective: Embed diversity, equity, inclusivity, and accessibility in all public-facing work

Supporting Deliverables:

None yet

Nothing specific done pending the start of CEC's new Chief Engagement Officer on May 5

Reviewing website images

Diverse speaker list – needs rules around it.

Objective: Develop and support a diverse CEC membership

Supporting Deliverables:

[Project 20/20](#) Goal 1* is working in this area

* Create a more diverse membership and programs to support a more diverse membership (Diversity Leadership Program, Mentoring, Caucuses, etc.)

Renewing [BIPOC Travel Award](#)

Recipients of the award will receive a \$500 travel stipend, as well as complimentary registration to the CEC Convention

Relaunching caucuses / affinity groups, a priority goal for President Elect Angie Jasper

Introducing new strategies to collect demographic information in database for baseline tracking

Objective: Deliver resources and tools to assist education professionals in serving a diverse body of individuals with disabilities and/or gifts and talents

Supporting Deliverables:

[Project 20/20](#) Goal 3* is working in this area

* Provide education and programming to support special educators in serving diverse communities (Webinars, Synchronous Courses, Resources/Tools, Sessions at Conferences, etc.)

“The Mixtape Volume 1: Culturally Sustaining Practices within MTSS Featuring the Everlasting Mission of Student Engagement” book coming out this Spring

Strategic Goal #3: Increase the impact of CEC's policy agenda for education professionals and for individuals with disabilities and/or gifts and talents

Kuna Tavalin, Senior Policy Advisor, provided the following information:

Objective: Provide resources and content expertise to the White House, Department of Education, and other federal agencies

Supporting Deliverables:

Discussion of CEC priorities with OSEP director Valerie Williams

Follow-up meeting pending re: secondary transition

Recommendation to OSERS to provide simplified resources regarding use of stimulus funds for the educator pipeline

Discussion with Assistant Secretary Roberto Rodriguez regarding Javits/NCSEER funding

Objective: Maintain a strong legislative footprint with Congress

Supporting Deliverables:

Review/discussion with Sen. Booker's office regarding the educator tax credit bill he is sponsoring

Discussion with HELP Committee regarding educator pipeline (staffer for K-12 portfolio)

Provided technical assistance to Rep. Huffman's office regarding IDEA funding in FY 2023 (he is a sponsor of the bill)

Objective: Convene and actively participate in education and disability coalitions

Supporting Deliverables:

IDEA Full Funding Coalition (co-chair)

Coalition for Teaching Quality (co-chair)

Consortium for Citizens with Disabilities active participant

Friends of IES and National Alliance of Specialized Instructional Support Personnel (regarding FY23)

Objective: Develop and support a grassroots network of informed advocates

Supporting Deliverables:

Children and Youth Advocacy Network (CAN) Coordinator session at Convention with emphasis on coalition work

"What's Happening in Washington" webinar

Planning for Special Education Legislative Summit

Meetings with TAG, DDEL, AZ and VA leadership, individual members

Tavalin also provide the following Federal Update:

Fiscal Year 2022 appropriations finalized March 11

\$446M for IDEA programs

Small increases for Javits/NCSEER

Fiscal Year 2023 budget proposal released March 28

Glidepath to full funding for IDEA

"Cuts" to Javits/NCSEER

Build Back Better Act

Dead following Joe Manchin (D-WV) pulling his support

New approach forthcoming during upcoming work period

Election year

Things get more partisan the closer we get to mid-term elections in November

Strategic Goal #4: Establish CEC as a globally recognized leader in the field of special education

Annie Drinkard, Director of Publications and Communications, provided the following update:

Objective: Broaden CEC's position as a premier partner organization

Supporting Deliverables:

Updated offerings for external sponsors and partners for year-round engagement with CEC members
Educator Shortage series attracted 20 participating partners
Increased outreach from media and allies for support and engagement with CEC leadership

Objective: Enhance CEC's value to current and potential members

Supporting Deliverables:

Launched weekly topical newsletter series – Dani's Digest; Division Digest
New team member to support Units and Divisions – Manager of Component Services
Publications catalog undergoing a review
New "Activate the Value" Membership Campaign – weekly webinar for current members, then for new members

Objective: Elevate and promote the work of education professionals who work with individuals with disabilities

Supporting Deliverables:

[100 Stories](#) series for 100th anniversary
Features on volunteers and leaders for volunteer week, the web, and TEC Connect

Updating media contacts

Teacher Appreciation Week: luncheons planned for five winning special education departments

Teacher of the Year Award

Upping prestige of the award via sponsorship

Exploring using a common application for units and CEC so their winners can be considered for the CEC award without having to complete a separate nomination

Objective: Showcase and celebrate the diversity and expertise of CEC members

Supporting Deliverables:

Teacher Appreciation Week

<https://exceptionalchildren.org/blog/thank-you-teachers-celebrating-teacher-appreciation-week-2022>

<https://exceptionalchildren.org/blog/5-things-we-really-want-thank-you-teacher-appreciation-week>

Education Talk Radio bi-monthly podcast (see Goal #1 update)

The Atlantic's' Progress Report; CEC President Danielle Kovach will be on the webinar panel on Tuesday, April 12th, on Educational Equity for Students with Disabilities

Volunteer and leadership features in *TEC* and online

Raise awareness within the membership of the importance of volunteering, as well as the benefits to the volunteer

e.g., <https://exceptionalchildren.org/blog/why-entering-field-cec-volunteer-made-all-difference>

2.1.2 2023 Operating Plan Discussion

The board received an update on current activities related to the [Strategic Plan](#), reviewed and revised the Success Metrics for the plan, and prioritized input received from the [Representative Assembly](#) to be placed into CEC's 2023 Operating Plan. The board also asked staff to provide a three- to five-year projection of operations as it relates to the Strategic Plan at the July meeting.

Unofficial Items

The Future of Caucuses

As President-Elect, one of Angie Jasper's priorities is focusing on sustaining CEC's legacy through caucuses. To that end, the board discussed the future of caucuses and how to reinvigorate them. The board asked Jasper and Executive Director, Chad Rummel, to bring forward a proposal for consideration at the board's July meeting.

Student and Early Career Committee (SECC) Discussion

Executive Director, Chad Rummel, has served, at the Board's request, as the liaison to the SECC January 2022, because of the importance of supporting these vulnerable groups.

As reported in January, CEC is working on breathing life back into student chapters. There was a Faculty Advisors breakfast at the Convention and CEC is working on a campaign to give free membership to students during their semester of student teaching. Since then, pre-service and early career online communities have been set up. The committee is interested in working with the Pioneers Division to bring back mentoring program for early career educators, and they have some ideas for convention activities. The committee is interested in receiving feedback from the board on potential initiatives.

Business Award Discussion

Over the years, the Business Award, under the purview of the Honors Committee, has struggled to receive nominations, to have a solid identity or brand, or to have a purpose that benefits CEC in some way. As well, its current description, below, limits it to basically being a transition support award.

The CEC Business Award recognizes a business or corporation that has provided for the employment and enhancement of individuals with exceptionalities in order to promote and support their full participation in the community.

The board discussed potential options in advance of consideration of the motion the following day.

BIPOC Travel Award

In 2021, as part of its commitment to upholding the vision of diversity, equity, and inclusion, and to support all of our members, volunteers, and staff as well as the infants, toddlers, and students with exceptionalities and families we serve—especially those differentially impacted by systemic racism, CEC established a BIPOC Travel Award. There are two award categories: birth to grade 12 practitioners and early career higher education faculty (in the first five years of higher education)

Winners of the award received a \$500 travel stipend as well as complimentary registration to the [CEC 2022 Convention & Expo](#) in Orlando and the CEC 2022 Virtual Convention.

The board discussed the outcomes from 2022 and asked [Project 20/20](#) to make some revisions and to submit those for consideration as the 2023 budget is developed.

Board Assessment

Since 2018, a board assessment has been conducted annually through [BoardSource](#). The board discussed whether this should continue to be done annually, as most association management professionals/organizations recommended doing an assessment every other year. The board will consider that option, as well as doing some other sort of assessment in off years.

Board Business Meeting, cont.

3.0 Governance Items

3.1 President's Report

CEC President Danielle Kovach shared the following about her initiatives and participation in various activities:

New

- Recorded a welcome video for Michigan CEC Conference participants
- Interviewed by the New York Times for input on Artificial Intelligence for student with Autism in social skills instruction
- Did a presentation for the Center for Future Educators on what it is like being a special education teacher.
- Recorded episodes for the new "Dishin' with Dani," short video interviews of what's ongoing in CEC. (Mikki Garcia, LDC Chair, on the LDC; Kuna Tavalin, Senior Policy Advisor, on advocacy activities; and Brannan Meyers, Director of Component Services, Danielle Wieczorek, Component Services Manager, and Luann Purcell, Component Consultant, on unit involvement.
- She joined the first round of Unit Town Halls being conducted by Brannan Meyers and Luann Purcell. Units have been split into six regions, and there are two town halls each month, so all units are invited to one a quarter. The goal is to inform the units on ways CEC can support in various areas, but also for the units to talk and learn from each other. The first quarter focused on membership, volunteers, and communication.
- Recorded an appreciation video for Volunteer Appreciation Week.
- Helping Chad Rummel and Sharyn Weiss, Director of Strategic Partnerships, promote Teacher Appreciation Week.
- Serving as a panelist for The Atlantic Progress Report's virtual event scheduled on Tuesday, April 12th, on Educational Equity for Students with Disabilities
- 100 Stories is at the halfway mark. Nominations would be appreciated. Previous Teachers of the Year will also be featured.
- A new President's Advisory Council is the beginning stages and being mapped out. Ideally, it will be for early career or pre-service teachers to give feedback to CEC and what they need from our organization.

Ongoing:

- The President's Newsletter has been going out monthly and is seeking input from board members on anything going on in their unit, division, or local/student chapter.
- TEC president articles are complete through August.
- Held another Jumpstart office hour with board member Kareem Thompson. They met with teachers that had questions or just wanted to talk and get feedback from each other.
- Increasing social media following: Twitter is at almost 2K followers. Still working on Instagram.
- Sent out thank you notes to members who made donations. She made a personal call to Fran Tariff, wife of long-time CEC member, Harold Tariff, who passed away in March. At the family's request, in lieu of flowers, donations can be made to CEC.

Committees:

- Serves as ex officio on the Policy Steering Committee and the Policy Response Team.
- Working with Kuna Tavalin as the New Jersey state lead coordinator for the Special Education Legislative Summit.

3.2 Executive Director's Report

Executive Director Chad Rummel shared the following:

Fundraising

- Three-person Development Committee meeting regularly, plus three micro-volunteers added to support specific efforts.
- New Fundraising Website launching next week.
- Donor recognition in place. 277 donors on "donor list."
- Conducting focus groups of donors next as part of stewardship.
- In planning: Elizabeth Farrell Donor Society for \$10K lifetime contribution, Donor Reception at Convention, Annual Day of Giving, 5-year Development Strategic Plan
- Under consideration: How can Unit/Divisions fundraise under our fundraising structure?

| Total - All Funds | 2020 | 2021 | YTD 2022 |
|------------------------|----------|-----------|------------|
| Opening Balance | \$ - | \$ 1,895 | \$ 14,747 |
| Gifts Received | \$ 1,900 | \$ 12,412 | \$ 5,674 |
| Board Contributions | \$ - | \$ - | \$ - |
| Market Return | \$ (5) | \$ 439 | \$ (1,223) |
| Funds Withdrawn | \$ - | \$ - | \$ - |
| Ending Balance | \$ 1,895 | \$ 14,747 | \$ 19,197 |

| | Advocacy | Diversity | Future | Rising Stars | Yes I Can | TOTAL |
|---------|----------|-----------|-----------|--------------|-----------|-----------|
| Balance | \$ 1,598 | \$ 1,253 | \$ 10,168 | \$ 1,527 | \$ 4,650 | \$ 19,197 |
| 10% | \$ 160 | \$ 125 | \$ 1,017 | \$ 152 | \$ 465 | \$ 1,920 |

Engagement

- Leadership Development Committee
 - 17 applications received for the 2022-2024 terms
 - Launched “[Leadership CEC](#),” 26 in the first cohort starting in May
- * Leadership CEC is a leadership development program for CEC members who have been nominated/selected for participation by a CEC unit or division. Leadership CEC is experience-based and designed to support new or emerging unit/division leaders in gaining a deeper understanding of the CEC organization, CEC governance, and unit/division leadership functions and competencies (knowledge, skills, abilities). Leadership CEC will also expand participants’ CEC networks and their potential leadership contributions to the Council.
- Leadership Institute planning is underway; inviting subdivisions this year
- Quarterly town halls for units by region
- Chapter town halls for student chapter leaders planned; free registration to convention; chapter events at convention
- Working with President Elect, Angie Jasper, to reinvigorate Caucuses

State Partnerships

- Developed contractual relationships to buy “bulk services”
- Started with one three years ago; currently there are eight
- Originally included membership and professional development; now just membership and maybe publications
- The program needs an overhaul; an in-house cross-functional team is taking this on
- Three potential new partnerships: Utah, Ohio, and Tampa

Membership

- New [Customer Service Center](#)
- New “Membership Activation Center” being launched, provides a list of benefits, with links to each, so members can explore based on their role within special education and where they are in their professional journey.
- New Onboarding Webinars
- New PDF Email Renewal Notices
- New Quick-read Engagement Software in place to give intel on members’ wants and needs
- Three CASE subdivisions have enacted mandatory membership with CEC/CASE, not previously required

Membership Metrics

| Membership | | Undergrads | Graduate | Early Career | Professional | Paraeducator | Retired | Affiliates |
|-----------------|---------|------------|----------|--------------|--------------|--------------|---------|------------|
| Year End 2019 | 19,274 | 0 | 2,552 | 0 | 16,722 | 0 | 0 | 0 |
| Year End 2020 | 20,809 | 0 | 2,706 | 1,170 | 16,933 | 0 | 0 | 0 |
| Year End 2021 | 21,211 | 618 | 2,622 | 1,299 | 16,376 | 28 | 235 | 33 |
| 2022 Goal (+2%) | 21,635 | 630 | 2,674 | 1,325 | 16,704 | 29 | 240 | 34 |
| 3/31/2022 | 19,092 | 930 | 2,291 | 1,223 | 14,231 | 55 | 320 | 42 |
| Progress | (2,543) | 300 | -383 | -102 | -2,473 | 26 | 80 | 8 |

Professional Affairs

- 2022 Goals from 2-day Professional Development Retreat in February:
 - 4 new online/eLearning programs
 - 3 contract training programs
 - Increase one-off training opportunities; working in partnership with divisions
 - Grow the resources offered in the [Exceptional Teachers Resource Repository](#)
- Increased requests for speaking, training, engagements with Laurie VanderPloeg, Associate Executive Director for Professional Affairs
 - Good branding; supporting Goal 1
 - Good revenue source (charge for non-CEC engagements)
 - Need to develop strategy around sustainability
- Convention
 - Planning Underway for CEC 2023 in Louisville
 - New:
 - Closing Night Party
 - Professional Awards Luncheon
 - Welcome Pavilion for First-Time Attendees
 - Local Arrangements Committee Activated for Marketing/Support
 - Keynote search underway: 1 Keynote, 1 Professional Panel
 - Changes to programming to encourage multi-presenter submissions and cross-divisional submissions; promoting opportunities for shorter, single-presenter opportunities
 - Rethinking what Virtual Convention looks like
 - Starting site selection for 2026 (West Coast) and 2027 (East coast)
- Teacher Repository
 - Site launched; editors/reviewers in place
 - Submissions are low
 - Staff are convening to re-evaluate roll out next week
 - Lots of interest every time we talk about it—need ways to incentivize submissions
 - Need to elaborate on how we celebrate those submitting and being accepted
- Standards and Accreditation
 - Advanced K-12 Standards and Initial Gifted Standards revisions are in progress
 - Knowledge and Skills Committee of PSPC is working on language around Specialty Sets to ensure uniform utilization
 - CEC is officially accrediting
 - Within one week of roll-out, three programs signed up (5 was goal for the first year)
 - Lots of work still to be done but will be done in an environment focused on continuous improvement
 - Will need additional reviewers soon
 - Goals are still to simplify without sacrificing quality and keep it financially reasonable
 - Will see steady revenue flowing in as accreditation requires annual renewal fees in addition to initial fees

Professional Affairs Metrics

| Training Program Reg | | Webinar Views | | Learning Library Logins | | Repository Entries | |
|----------------------|-------|-----------------|---------|-------------------------|---------|--------------------|-------|
| 2021 Actual | 375 | 2021 Actual | 2,590 | 2021 Actual | 9,841 | 2021 Actual | 0 |
| 2022 Goal (+5%) | 394 | 2022 Goal (+5%) | 2,720 | 2022 Goal (+5%) | 10,333 | 2022 Goal | 300 |
| 3/31/2022 | 63 | 3/31/2022 | 70 | 3/31/2022 | 3,329 | 3/31/2022 | 9 |
| Progress | (331) | Progress | (2,650) | Progress | (7,004) | Progress | (291) |

Marketing and Communications

- Five monthly newsletters launched this Spring
 - President’s Newsletter
 - Publications Circular
 - Division Dialogue
 - Professional Development(s)
 - Membership Minute
- Continuing two weekly newsletters (SET and Policy Insider)
- Re-evaluating Social Media Strategy to be more diverse in content and serve more member types
- Website undergoing several developments: New Awards Directory (CEC and Components), Giving Section, Teacher Repository, Partner Solutions Directory Update*, SELS and Convention Microsites
 - * Partners will now be able to feature videos and PDFs as well as expanded promotional options

| Facebook Followers | | Twitter Followers | | Instagram Followers | | Website Sessions | |
|--------------------|---------|-------------------|--------|---------------------|-------|------------------|-----------|
| 2020 Actual | | 2020 Actual | | 2020 Actual | | 2020 Actual | 1,018,252 |
| 2021 Actual | 52,078 | 2021 Actual | 16,371 | 2021 Actual | 2,070 | 2021 Actual | 1,239,604 |
| 2022 Goal (+5%) | 54,682 | 2022 Goal (+5%) | 17,190 | 2022 Goal (+5%) | 2,174 | 2022 Goal (+5%) | 1,301,584 |
| 4/4/2022 | 53,559 | 4/4/2022 | 16,819 | 4/4/2022 | 2,211 | 4/4/2022 | 367,422 |
| Progress | (1,123) | Progress | (371) | Progress | 38 | Progress | (934,162) |

Strategic Partnerships

- New year-round opportunities
 - Upgrading Partner Solutions Directory
 - Ad Sales in our five new membership newsletters
 - PD programs sponsored (\$15k for Educator Shortage series)
 - Sponsor secured for Leadership Institute
- 2023 Convention Sales Underway
 - 8 exhibitors who were Covid-cancels have already paid for 2023
 - “[Iglou Vision](#)” coming to the 2023 Expo
 - * “We’ve been creating shared immersive workspaces for over a decade for 100s of clients, all over the world, in all kinds of industries. We take any digital content and put it in an immersive space that anyone can use. Because groups of people can get inside, it’s always a shared experience.”

| Strat Partner Sales | | Web Ad/SET Commission | |
|---------------------|--------------|-----------------------|-------------|
| 2020 Actual | \$ - | 2020 Actual | \$ 69,179 |
| 2021 Actual | \$ 123,421 | 2021 Actual | \$ 72,320 |
| 2022 Budget | \$ 250,000 | 2022 Budget | \$ 75,000 |
| 4/4/2022 | \$ 121,665 | 4/4/2022 | \$ 15,606 |
| Progress | \$ (128,335) | Progress | \$ (59,394) |

Publications

- New Operations Manager is re-evaluating our reseller program and our publication fulfillment
- Publications Committee addressing areas of need for our publications and our process of acquisitions to be more active and less passive

- New publications newsletter is increasing sales slowly
- Upcoming Publications:
 - A Guide to Teaching Students with Autism Spectrum Disorder – Second Edition (Prism 7)
 - Partnership with Division on Autism and Developmental Disabilities
 - Expected June 2022
 - Dimensions of Communication: An Instrument to Assess the Communication Skills and Behaviors of Individuals with Disabilities (Revised for 2022)
 - Nancy Sall and Cathy Rikhye
 - Expected August 2022
 - MixTape Vol 1: Culturally Sustaining Practices within MTSS featuring the Everlasting Mission of Student Engagement
 - Will Hunter, Jonté Taylor and LaRon Scott
 - Expected October 2022

Journals

- Publications Committee about to launch *TEC* member feedback survey
 - *TEC* Editor Extended one year to allow survey results to drive editor selection
 - New editor selection expected to start late Fall
- *EC* Editors are on final year of contract
 - Editor selection expected to start late fall
- Publisher has advised to expect decrease in journal royalties as libraries are rethinking purchasing following the pandemic

Operations

- Post-COVID Hybrid Office (in three days per week)
- Staffing
 - Chief Engagement Officer starts May 1 (replaces retired Membership Director)
 - Component Services Manager started April 1 (new position approved in January)
 - Digital Content Specialist starts April 18 (created to support growth in SP; paid for by combining two intern roles and in-sourcing book/journal graphic design)
 - Open: Communications Manager (vacated by Alex Garvey)
 - Total: 24 FTEs; 2 PT Contractors; .5 PT Temps

3.3 President Elect's Report

President Elect Angie Jasper reported the following:

Her areas of focus are:

- to re-engage or develop chapters and caucuses,
- increase membership and support for early career teachers, and
- increase diversity among the membership and leadership.

Efforts thus far have focused on engaging and informing current members.

1. The previously mentioned Unit Town Halls. This is a potential avenue for gauging interest in individuals who would be willing to create a local chapter in their area.
2. Through Project 20/20 work, it was discovered that some BIPOC members have not joined a division. We would like to improve their connection to CEC, so she is working with the Executive Director and Director of Component Services to think about how that can be done through caucuses.

Board Terms Workgroup. President Kovach created this workgroup, charged with evaluating the current Bylaws policy related to Board member terms to determine if any changes should be made. This need for this workgroup came about due to challenges with getting individuals to run for President Elect. Ultimately, the intent is to increase the President Elect applicant pool, diversify leadership, build leadership capacity, and provide opportunities for members to serve.

Jasper serves as chair. This workgroup is comprised of Leadership Development Committee members Amy Braddock and Kim Moffit (also a former board member), Past President Dennis Cavitt, and board members Tisa Aceves and Mitch Yell.

Other work:

- Donation acknowledgement emails (monthly)
- Membership renewal reminders emails (monthly)
- Policy Response Team meetings (weekly)
- Policy Steering Committee meetings (monthly)
- Special Education Legislative Summit planning committee meetings

3.4 Immediate Past President's Report

Past President Dennis Cavitt shared the following information:

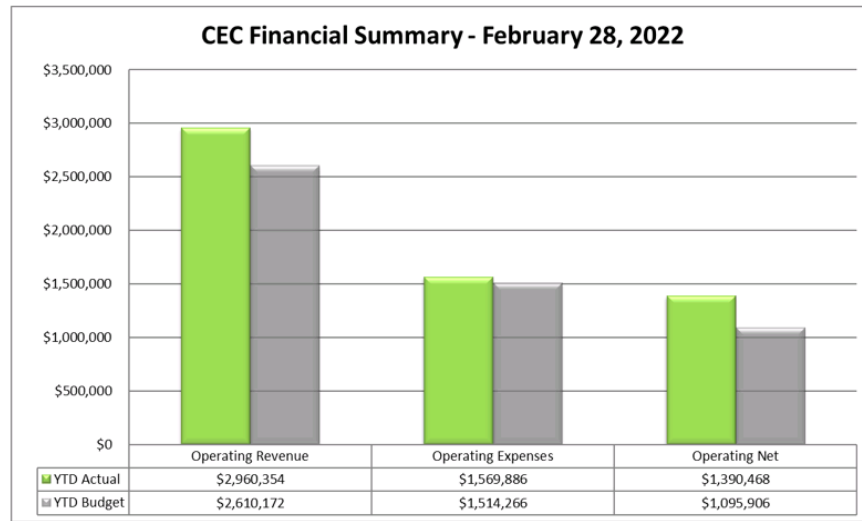
- Attending LDC meetings
 - Impressed with the quality of applicants
 - Purposeful outreach to diverse potential applicants
 - Higher ed was not highest number of applicants
 - Three teacher applicants; almost equal to higher ed applicants
- Leadership Development Program Subcommittee
 - 26 members for the first *Leadership CEC* cohort; hit their goal of 20-25 members
- Participation on the Board Terms Workgroup

3.4.1 Leadership Development Committee Quarterly Report

The April 2022 Quarterly Report was received.

3.5 Treasurer's Report: February 2022 Financials

CFO Craig Evans reported the following financial statement analysis for year-to-date ending February 28, 2022.



Key Highlights

- Operating Cash = \$1.7M
- Investment Reserves = \$1.0M
- Operating Net Surplus = \$1.4M
- Net Assets = \$1.7M
- Revenue from:
 - Convention = \$1.8M
 - Membership = \$496K
 - Strategic Partnerships = \$407K
 - Publications & Merchandise = \$127K

Board Business Meeting: April 10

1.0 Call to Order and Official Items

1.1 Call to Order

President Danielle Kovach called the regular meeting of the Council for Exceptional Children Board of Directors to order at 8:32 a.m. ET.

1.2 Record of Attendance and Determination of Quorum

Executive Director Chad Rummel called the roll. A quorum of the following Directors was present:

Danielle Kovach
 Angie Jasper
 Dennis Cavitt
 Tisa Aceves
 Joy Banks
 Ben Hicks
 Will Hunter
 Laural Jackson
 Cindy Perras

Charmion Rush
Kareem Thompson
Ben Tillotson
Mitch Yell

Not present: Tachelle Banks, Yvonne Bui

2.0 Organizational Items

2.2 Letter from The Association for the Gifted Division of CEC

The board had a rich and lengthy discussion on Saturday afternoon about a request received from The Association for the Gifted (TAG) Division to add “gifted and talented” to CEC’s vision statement, “High-quality education that is inclusive and equitable for individuals with disabilities.”

After careful consideration of TAG’s letter overnight by each board member, the floor was open for any member to make a motion to amend the current vision statement. No board member chose to make a motion for that amendment; therefore, it was not brought to a vote.

2.3 Project 20/20 White Paper

MOTION: Angie Jasper moved to approve the white paper on “Responding Responsibly to Diverse Exceptional Learners in Funded Research” developed by the [Project 20/20](#) Engagement Subcommittee.

Charmion Rush seconded.

Motion passed.

3.0 Governance Items, cont.

3.6 60-Day Member Comment Period on Proposed Bylaws Revision(s) Motion

MOTION: Angie Jasper moved to revise Bylaws Article XI, Amendments, Section 2. Procedure to Amend, as follows:

- b. The President shall ensure that notice of any proposed amendment to the Articles of Incorporation or Bylaws is provided to the CEC membership at least ~~60~~ **30** days prior to the consideration of **action implementation** on the proposed amendment by the Board of Directors. The notice shall be placed in one of The Council’s official publications. At the President’s discretion, the notice may include the complete text of the proposed amendment(s) but must include a summary of the intent of the proposed amendment(s) with administrative and financial implications.

Cindy Perras seconded.

Motion passed.

3.7 Board Thought Leader Eligibility Criteria Revision Motion

MOTION: Angie Jasper moved to revise the Bylaws Article V (Board of Directors) as indicated below:

LOOK AT ARTICLE V, Section 4.

Section 1. Composition.

- a. The board will consist of no fewer than 12 members and no more than 15, including the four officers (specifically, the President, President Elect, Immediate Past President, and Treasurer). Of this number, the board may appoint up to three voting Thought Leaders to serve on the board each year as needed. The board has the authority to determine annually the number of board members necessary to fulfill the mission of the organization based on a needs assessment performed by the Leadership Development Committee. In addition, the CEC Executive Director serves as a non-voting member of the Board.
- b. The board may, in its sole discretion, appoint not more than three Thought Leaders to serve on the board each year. A Thought Leader is an individual who **is may or may not be** a member of CEC and may be outside of the field of special education, education, or disabilities. These individuals may be recruited and selected by the board or LDC at the request of the Board. Thought Leaders bring in-depth knowledge and expertise in one or more areas that represent a pressing need of the board. Thought Leaders are voting members of the Board but are not eligible to become officers.

Section 3. Selection of Members of the Board of Directors.

- a. Board members will be elected in a contested election by a majority vote of the membership from the slate of candidates developed and presented by the Leadership Development Committee.
- b. The President Elect shall be either an existing board member and have served as a member of the board for a minimum of two years or will have served on the board within the past five years. The President Elect will be appointed by simple majority of the board from a slate of at least two candidates developed and presented by the LDC.
- c. The Treasurer will be appointed by simple majority of the board from a slate of at least two candidates developed and presented by the LDC.

d. Thought Leaders will be appointed by simple majority of the board.

Ben Tillotson seconded.

Motion passed.

3.8 Program Advisory Committee Co-Chair Motion – Barrion

MOTION: Mitch Yell moved to appoint Nicole Barrion to the position of CEC Convention Program Advisory Committee Co-Chair for the 2023 and 2024 conventions.

Cindy Perras seconded.

Motion passed.

3.9 Business Award Revision Motion

Following discussion, no director moved the motion to revise the award as proposed. Staff was charged to consider the discussion input and bring a motion to the board in July.

4.0 New Business

There was no new business.

5.0 For the Good of the Order and Adjournment

Without objection, President Kovach adjourned the meeting at 9:51 a.m. ET.