REIMAGINING OUR LEADERSHIP AND OUR COMMUNITIES
Goals for Today

Let’s have some fun!

1. Help you see “what is” a little differently
2. Help you imagine “what could be” a little differently
3. Provide tangible tools and takeaways
4. Inspire your impact and your curiosity to reimagine leadership and community
Suggested Ways of Being

Let’s have some fun!

- Create a safer space for a braver space
- We are both leaders and learners
- Use “I” statements
- Assume positive intent and focus on impact
- No attribution
- Bring your head and your heart
Awareness, Learning and Change

Awareness is first

Learning is only possible with action and in relationship

Learning is second

Change takes time, commitment, practice and mistakes
Promising Practices

Culture, Leadership and Components
What is Culture?
How does culture impact strategy?
Your Why Informs Everything, Including What and How.
Leadership

What are the skills of effective volunteer leaders?
What are the skills of effective volunteers?
Terminology and Framing
Exploring Diversity: Groups and Intersectionality

- Race
- Ethnicity and Culture
- Nationality/Language
- Gender
- Gender Identity
- Sexuality
- Neurodiversity
- Physical Abilities/Disabilities
- Age
- Body size or shape
- Height
- Ways of thinking
- Education
- Socioeconomic
- Professional
- Lifestyle
- Family/Background
Exploring Equality, Equity and Access

**EQUITY and EQUALITY**

**Equality** everyone is given the same resources or opportunities.

**Equity** recognizes that each person has different circumstances and allocates resources and opportunities needed to reach an equal outcome.

**ACCESS**

**Access** seeks to provide equitable accessibility to all people in a programmatic or systemic framework.

A removal or reduction of barriers to participation by ensuring that information, services and facilities are accessible to all people.
Exploring Inclusion and Belonging

**INCLUSION**

Inclusion is the act of establishing philosophies, behaviors, policies, practices, and procedures that ensure equitable access to opportunities and resources that support individuals in contributing to an organization’s success.

**BELONGING**

Belonging is a feeling that is purposefully cultivated in a culture that allows one to thrive by being encouraged to be who they are, fostering a sense of safety, desire for engagement, encouraging creativity and innovation.
Systematic and Systemic

**SYSTEMATIC**
- Explicit
- Official Policy
- Methodical

**SYSTEMIC**
- Implicit
- Unofficial Practice
- Embedded
PROMISING PRACTICES FOR COMPONENTS

- Honoring the past, serving the present while building for the future

- Follow a strategic plan, helps filter new ideas

- Volunteers know their responsibility and charge
Not every volunteer should be a leader, there’s value in many forms

Leaders embody values and model the way
Volunteers need to be representative of membership, especially the Board.

If membership diversity is lacking, leaders seek to evolve this for the sake of the organization’s future!

Belonging and emotional connection matters, representation helps move this forward.

Associations are also systems of support and care.
PROMISING PRACTICES FOR COMPONENTS

- Design your ideal volunteer pipeline
- Build relationships to support your ideal volunteer pipeline’s sustainability
- Individual + collective responsibility and accountability matter
- “Nothing about us without us”
Building Change or Transformation
Key Factors in Change and Leadership

- Mindset
- Capacity
- Proximity
- Self-Reflection
The most common cause of failure in leadership is produced by treating adaptive challenges as if they were technical problems.

- The Practice of Adaptive Leadership
Technical Problems

Have experienced before and possess the resources and understanding to successfully solve.

- May be very complex and critically important
- Solutions come from authority/experts
- Solutions grounded in current structures, procedures, and ways of doing things
Adaptive Challenges

Usually have not encountered before, and a clear solution is not apparent.

- Solutions require changes in people’s priorities, beliefs, habits, and loyalties
- Expertise of people in authority not good enough
- Others must be mobilized in problem solving
- Evolutionary and involves individual and organizational loss
- Some trial and error
- Generative thinking
Adaptive Challenges

How do you know if you’re facing an Adaptive Challenge?

- It’s not clearly defined.
- You don’t have all the information or a process to find information.
- You feel it in your heart, gut and your mind.
- It challenges deeply held behaviors, practices and ways of working.
- Stakeholders involved need to be engaged and brought along.
- It requires learning and risk-taking to reach a solution.
Polarities
Polarities

A situation in which two interdependent and seemingly contradictory states must be maintained for success over time.
Problem vs. Polarity

A question or puzzle that needs to be solved

A situation in which two interdependent and seemingly contradictory states must be maintained for success over time
Problem vs. Polarity

Either/Or

Both/And
Some Polarities in Organizations

- Structure and Flexibility
- Big Picture and Details
- Stability and Change
- Member Interests and Component Interests
- Focus on Costs and Focus on Quality
- Focus on Task and Focus on Relationship
Key Factors in Change and Leadership

- Mindset
- Capacity
- Proximity
- Self-Reflection
Let’s Explore Together!

Get a Piece of Paper and Something to Write with...
Let’s Explore Some of Your Identities

<table>
<thead>
<tr>
<th>WRITE THIS DOWN</th>
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<tbody>
<tr>
<td>1. Age</td>
<td>7. First Language</td>
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<td>2. Race/Ethnicity</td>
<td>8. Sexual Orientation</td>
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<td>3. Gender (identity/expression)</td>
<td>9. Socio-Economic Status/Class</td>
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<td>4. Disability Status</td>
<td>10. Religion or Spirituality</td>
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<tr>
<td>5. Education Level</td>
<td>11. Career Level or Sector</td>
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<tr>
<td>6. Region/Locale</td>
<td>12. FREEBIE!</td>
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</tbody>
</table>
Who is in your proximity and how do they compare to you?

- Family, chosen or otherwise
- Circle of Closest Friends
- Mentors
- Mentees
- Movies, Music, Books
- Hobbies
- Neighborhood
- Most Comfortable Approaching in Public as a Stranger
Let’s Discuss

☐ Do you see any themes?
☐ Any Ah-Ha moments?
☐ Do you have a comfort zone, and can you articulate it?
To Ponder as You Proceed

When you think of “leaders” or “professionalism”:

- Do you think it might be influenced by any bias or proximity?

- If so, are you open to any of that being unhelpful and experimenting towards a new outcome?
To Ponder as You Proceed

Does the volunteer experience look exciting and rewarding to your members?
KEY QUESTIONS

How do we craft structures and opportunities that are future focused, transparent, equitable and inclusive?

How do we cultivate a culture that is welcoming, rewarding, equitable and inclusive?
Building Your Volunteer Pipeline

New School Shoulder Tapping

A Technical Solution in the Adaptive Opportunity!
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<td>R</td>
<td>RELATIONSHIP</td>
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<td>SLOW – Breathe!</td>
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<td>I</td>
<td>INTRODUCE - name CEC role</td>
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<td>N</td>
<td>NOTICED – professional reference</td>
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<td>C</td>
<td>CONSENT – ask the question</td>
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<tr>
<td>L</td>
<td>LISTEN – pause for response</td>
</tr>
<tr>
<td>R</td>
<td>RELATIONSHIP – if they say no…</td>
</tr>
</tbody>
</table>
CONNECT NETWORK GROW

July 7-9 CEC LEADERSHIP INSTITUTE
Program Showcase

Celebration of Successes
and
Inspiration for your Component!
DCDT MEMBERS TOWN HALL

Division on Career Development and Transition DCDT
Al Daviso
Members only Townhall Discussions:

- Monthly
- Led by our Board Members with topics relevant to the field, offering not just information but an opportunity to network and connect with membership
- Members only – each committee targeted our membership
- We did require registration – Why?
Members only Town hall Execution

- Planned Monthly in advance assigning board members:
  - Each board member was able to select a topic with their committee and then plan with support from ED and townhall discussions were facilitated by ED and Vice-President- (assign constant)
  - Free – used constant contact and
  - Relevancy, format, and consistency provided challenges
Successes & Plans for Future

- Increase of folks using our DCDT website and communicating with us
- A way to connect with members who may not want to join a committee, particular appeal for practitioners
- We will do monthly townhalls but will remember volunteers and schedule as such – involve Past-Presidents?
Advice

- Ensure that folks can connect and talk on the call that it is not just a webinar. Include jam boards and breakout rooms if large. Post handouts and recordings on your website, market...

- Not all are comfortable ...
Contact Information

- sdojonovic@ku.edu
- www.dcdt.org
MENTORING AND MEMBERSHIP TO RETAIN OHIO’S TEACHERS

Ohio Unit

Taylor Gibbons
Mentoring & Membership Chair
Intervention Specialist

Victor Torres
President Elect
Associate Principal
Coordinator of Student Services
New Teacher Institute

- Our program provides support, resources, and networking for new teachers.
  - Completed cohort 1 SY 2022-2023
  - Offered free CEC membership as well as mentoring from an experienced teacher
  - New teachers in Ohio
    - Special educators and general educators
CEC Ohio partnered with the Ohio Department of Education

- ODE was looking into how to retain teachers in Ohio
- CEC Ohio applied for state grant money to fund the program

Challenges

- Response rate of 1st year teachers
- How we could effectively use the funds
Successes & Plans for Future

✗ All 1st year teachers that participated in the end of year survey were returning to teaching!!!

✗ We are starting cohort 2 in the fall. Looking to increase the number of new teachers in the program.

☐ 100→120
Advice

- Create a partnership with your state department of education.
  - Invite to a unit/division meeting
  - Ask to share state updates at unit/division state conference

- As you begin the mentoring program process, make sure there are set expectations for participation from new teachers and mentors.
Feel free to reach out for more guidance.

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THE INTERSECTION OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY WITH INSTRUCTIONAL AND ASSISTIVE TECHNOLOGY

Innovations in Special Education Technology Division (ISET)

Danielle Dutcher and Sarah Howorth (on behalf of division president Aleksandra Hollingshead)
Program Overview

- Weaving DEIA work into ISET:
  - Initiated in summer 2020
  - ISET board members brainstormed ideas for intentional integration of DEIA focus into ISET work
  - All ISET and CEC members should benefit, especially those historically marginalized
Program Execution

- Intentional involvement from ISET board members to execute the following steps:
  - Develop DEIA statement for ISET website
  - Contribute to the special issue of TEACHING Exceptional Children journal on DEI work in CEC subdivisions
  - Create a DEIA committee and recruit a leader to run it- Danielle Dutcher
  - Develop DEI annual publication award for an article published in the Journal of Special Education Technology (JSET)
  - Propose and execute a special issue of JSET on DEI and technology (published in March 2023!)
Successes & Plans for Future

- ISET is excited about these initiatives and efforts
- Our hope is to continue this work, specifically:
  - recruit and support more diverse board members into ISET leadership,
  - highlight research conducted by scholars from diverse backgrounds and capturing issues of students from marginalized backgrounds
  - Ensure that no conversations/policy/research on instructional or assistive technology happens without consideration of DEI
Advice

- Ensure DEIA considerations are embedded in each division’s mission and goals
- Identify priorities and specific action items for each division to target
- Start small but dream big—our work on ensuring diversity, equity, inclusion, and access for ALL students, especially those from historically marginalized backgrounds is critical
Contact Information

Aleksandra Hollingshead
ISET President 2023
ahollingshead@uidaho.edu
President’s Newsletter:

- Monthly brief shout outs and pertinent news with a personal intro

- Purpose was to
  - Inform and engage,
  - Put TED in front of members in a regular way
  - Highlight activities and dispel myths

- Low key, not taxing or super big deal
**Execution**

- Share how the program was planned and executed, including:
  - About 1 week before, I gather information from all board members, committee, caucus, SIG leads, and Board notes
  - Put blurbs together with relevant links straight to the TED website
  - Send to Brannan to publish and distribute
  - Challenge: sometimes have to find things!

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**https://tedcec.org/blog/category/leadership-message**

June 8, 2023

It’s June! That means, in my part of the world, the sun is shining, flowers are blooming, and nearly everyone in my family has either a birthday or an anniversary. It also means many of the offices of teacher educators are empty-- I know many of you are spending your time writing grant proposals these days. All the best!

Your TED Board met yesterday. There are many, many things happening in committees, caucuses, and SIGs. Please see below and in our reports [link here—link to board reports and SIG/Caucus updates].

The calendar on the website includes ways you can get involved. Our conference is coming together and you should receive decisions on proposals very soon. Please consider attending as our hope is to make the conference more interactive and engaging—we, as a field, have so many topics that need to be talked about from multiple perspectives in a professional way. We are hoping that the conference will provide a space for those discussions.

I hope you get the chance to take a breath and relax a bit with those important to you. I’m going to try to read some of those journal articles from TESE and JOSEP that I’ve piled up!

Peggy Weiss
mweiss9@gmu.edu
Successes & Plans for Future

- “I’m a past TED president from a while ago and just wanted to compliment you on your lively and informative update. It’s so wonderful to see things are moving along. I was the one who got the logo developed and worked big time on TED’s financial solvency. Hopefully, we still have some investments. Anyway, best wishes to you and thank you for your service.”

- Responses from members, getting info without asking for it!

- Continue through presidency…follow up with in person at the conference
Advice

- Easy to connect
- Puts name and organization in front of folks
- Make it manageable for yourself—build on the work of others
Contact Information

- mweiss9@gmu.edu
- https://tedcec.org/blog/category/leadership-message
Program Overview

Creation and Constitution/Bylaws have been done over the past 2 years

- A “statewide” vs. individual university/college student chapter
- 5 Regions (across the state)
- Board: 1 faculty, 1 undergrad 1 grad student from each region
- Offers accessibility to all students in the field of special education - teachers and related services
- Any student: Undergraduate through PhD
Program Execution

- Who was involved:
  - AZCEC President and University Faculty (Kim Peaslee & Amy Papacek)

- Cost - Initial funding grant from AZCEC
  - ½ membership fee
  - Mini-fans
  - Flyers

- Challenges
  - Faculty recruitment
  - Finding common time to meet
  - How raise funds
Successes & Plans for Future

Event Success:
- Virtual Behavior Management Make & Take Workshop

Benefits:
- Opportunity for Statewide and Regional collaboration
- Inform members about the educational success and needs of exceptional PK-12 learners.
- Inform members about professional development opportunities and local/national governmental issues

Future plans:
Recruit Members and Provide Timely Quality PD for Pre-Service and Continuing Teachers they can implement TODAY!
Advice

- **Struggles** have been with having faculty ‘remote’
  - Recommend having at least one in-person meeting when deciding recruitment events/ideas
- **Secure** faculty and a few key student board members from the beginning
- Consider offering ‘free’ events for pre-service teachers and novice teachers to “get the word out”
Chapter email for Student Board Members:  
Az Bec student chapter@azcec.org

Would like to network with any other state deciding to implement own statewide chapter!
CONNECT
NETWORK
GROW
July 7-9
CEC LEADERSHIP INSTITUTE