

**COUNCIL FOR EXCEPTIONAL CHILDREN
BOARD OF DIRECTORS**

MINUTES

August 3-4, 2024
Alexandria, VA

(Approved November 4, 2024)

Saturday, August 3:

1.0 Official Items

1.1 Call to Order (Thompson)

President Kareem Thompson called the regular meeting of the Council for Exceptional Children Board of Directors to order at 1:03 p.m. ET.

1.2 Record of Attendance; Determination of Quorum

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

Kareem Thompson (P)
Julie Bost (PE)
Angie Jasper (IPP)
Jennifer Lesh (T)
Anna Adl
Sacha Cartagena
Jennifer Diliberto (virtual)
Ben Hicks
Laural Jackson
Concetta Lewis
Toni Mixon
Ruby Owiny
Charmion Rush (virtual)
Zelphine Smith-Dixon (joined virtually at 1:30)
Ben Tillotson

1.3 Adoption of Board Business Meeting Agenda (*) (Thompson)

MOTION: Laural Jackson moved to adopt the agenda, with the Leadership Development, Policy Steering, Professional Standards and Practice, and Publications Committees reports being removed from the Consent Agenda.

Sacha Cartagena seconded.

Motion passed.

2.0 Mega Issue-Related Item(s)

No actions were taken.

3.0 Discussion Items

3.1 Components 5-Year Strategic Plan (Meyers)

Brannan Meyers, Director of Component Services, provided the following information:

CEC is conducting a survey of Division, Unit and Chapter Leaders to identify barriers to success and needs for growth. Data from the survey will be utilized to create a five-year plan for supporting, developing and growing Divisions, Units and Chapters. The survey was sent to all current and past component leaders in our database, as well as all 2024 Leadership Institute attendees. 49 responses were received as of the August 3rd.

Respondents were asked to identify 2-3 areas they would like their component to improve on in the next five years. Following are the responses received:

Divisions

- Member engagement
- Leader succession
- Increased web/social media Presence
- More programming
- Financial stability
- Member growth
- Increased visibility

Units

- Board diversity (Professional/Personal)
- Student support
- Member growth
- Social media
- More volunteers
- Engagement activity

They were next asked what is currently preventing their component from improving in these areas? Responses received were:

Divisions:

- Low membership
- Lack of time
- Limited resources

- Financial health
- Lack of volunteer commitment
- Differing member expectations
- Leadership transitions/lack of strong leadership
- Lack of consistency

Units:

- Time constraints
- Lack of clear direction
- Lack of engagement
- Capacity/bandwidth
- Time
- Volunteer time
- Money
- Resources
- Lack of involvement

The next question asked what support CEC could offer to assist in helping their component improve in those areas.

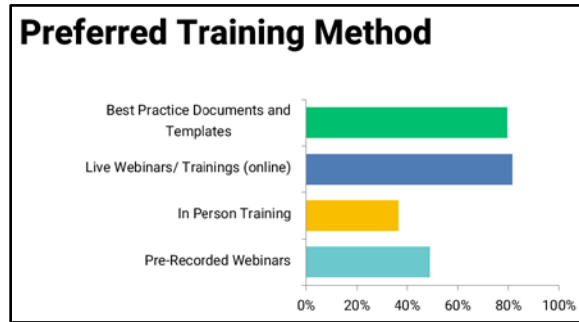
Divisions:

- Financial support
- Mentorship
- Easier ways to connect
- Increased administrative support
- Need practitioners to be involved at national level
- Resources/templates
- Coordination w/other divisions support
- Support expanding membership

Units:

- Targeted materials for students/colleges
- Professional learning
- Materials/templates
- Ways to bring in revenue
- Mentoring
- Training to get new members
- Conference planning support

The following responses were received about desired areas of support and preferred type of training:



Feedback will be analyzed during September and October, and the final Component Strategic Plan will be presented to Board of Directors at its November meeting. In March 2025, operational goals will be presented to the board.

3.2 Strategic Plan (Rummel)

The following data on progress toward goals was provided:

Membership		Undergrad	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
Year End 2022	19,060	1,561	1,928	1,206	13,421	341	506	97
Year End 2023	19,888	1,225	1,600	1,823	13,893	711	533	103
2024 Goal (+2%)	20,286	1,250	1,632	1,859	14,171	725	544	105
7/26/2024	20,564	1,201	1,540	1,804	14,261	1,111	539	108

Convention	In-Person Reg	Virtual Reg	Workshop Reg	Convention SP Sales	Legend					
	2021 Actual	0	2021 Actual	2,804		2021 Actual	581	2020 Actual	\$ 343,400	Staff Predict Goal Will Be Met
	2022 Actual	2,272	2022 Actual	1,659		2022 Actual	684	2022 Actual	\$ 372,100	
	2023 Actual	3,681	2023 Actual	945		2023 Actual	1,243	2023 Actual	\$ 518,800	Too Early To Predict
	2024 Actual	4,238	2024 Actual	1,572		2024 Actual	1,071	2024 Actual	\$ 653,610	
	2025 Goal	5,000	2025 Goal	1,591		2025 Goal	907	2025 Goal	\$ 650,000	
7/26/2024	69	7/26/2024	0	7/26/2024	0	7/26/2024	\$ 230,100			

PD Programs	Training Program Reg	Webinar Views	Learning Library Logins	Repository Entries (Cumulative)	Legend					
	2021 Actual	375	2021 Actual	2,590		2021 Actual	9,841	2021 Actual	0	Staff Predict Goal Will Not Be Met
	2022 Actual	3,997	2022 Actual	5,289		2022 Actual	26,014	2022 Actual	18	
	2023 Actual	7,510	2023 Actual	3,447		2023 Actual	39,292	2023 Actual	25	Not Enough Data to Predict
	2024 Goal (+5%)	7,886	2024 Goal (+5%)	3,619		2024 Goal (+5%)	41,257	2024 Goal	50	
	7/30/2024	6,911	7/30/2024	3,767		7/30/2024	22,730	7/30/2024	31	

Comms	Facebook Followers		Twitter Followers		Instagram Followers		LinkedIn		Website Sessions			
	2020 Actual	52,078	2020 Actual	16,371	2020 Actual	2,070	2020 Actual		2020 Actual	1,018,252		
	2021 Actual	54,682	2021 Actual	17,190	2021 Actual	2,174	2021 Actual		2021 Actual	1,239,604		
	2022 Actual	53,963	2022 Actual	17,308	2022 Actual	2,400	2022 Actual		2022 Actual	1,400,202		
	2023 Actual	54,091	2023 Actual	17,512	2023 Actual	2,796	2023 Actual	16,972	2023 Actual	1,668,956		
2024 Goal (+5%)	56,796	2024 Goal (+5%)	18,388	2024 Goal (+5%)	2,936	2024 Goal (+5%)	17,821	2024 Goal (+5%)	1,752,404			
7/30/2024	55,423	7/30/2024	17,645	7/30/2024	3,114	7/30/2024	18,280	7/30/2024	1,091,368			
Non-Main Revenue	Publication Revenue		Strat Partner Sales		Web Ad/SET Commission		LCE Revenue		Fundraising		CEC Solutions Revenue	
	2020 Actual	\$ 467,858	2020 Actual	\$ 123,421	2020 Actual	\$ 69,179	2020 Actual	\$ 337,071	2020 Actual	\$ 1,425	2020 Actual	\$ 12,340
	2021 Actual	\$ 465,427	2021 Actual	\$ 250,000	2021 Actual	\$ 72,320	2021 Actual	\$ 431,965	2021 Actual	\$ 12,340	2021 Actual	\$ 45,154
	2022 Actual	\$ 547,114	2022 Actual	\$ 238,632	2022 Actual	\$ 45,915	2022 Actual	\$ 351,182	2022 Actual	\$ 141,552	2022 Actual	\$ 43,630
	2023 Actual	\$ 611,501	2023 Actual	\$ 137,907	2023 Actual	\$ 28,618	2023 Actual	\$ 340,016	2023 Actual	\$ 43,630	2023 Actual	\$ 28,836
2024 Budget	\$ 600,000	2024 Budget	\$ 220,000	2024 Budget	\$ 43,000	2024 Budget	\$ 372,643	2024 Budget (+5%)	\$ 43,630	2024 Budget	\$410,000	
7/30/2024	\$ 500,330	7/26/2024	\$ 106,035	6/30/2024	\$ 14,392	7/30/2024	\$ 190,749	7/30/2024	\$ 28,836	6/30/2024	\$505,648	
Components	UAP - New York Start: 9/8/2022		UAP - Hawaii Start: 9/7/2022		UAP - Tennessee Start: 9/26/2022		UAP - California Start: 1/6/2023		UAP - Kansas Start: 5/15/2023		Division Membership (% of CEC Members in a Division)	
	2022 Start	788	2022 Start	126	2022 Start	269	2023 Start	696	2023 Start	388	2021 Actual	55.30%
	1 yr goal (+5%)	827	1 yr goal (+5%)	132	1 yr goal (+5%)	282	1 yr goal (+5%)	731	1 yr goal (+5%)	407	2022 Actual	54.10%
	7/30/2024	889	7/30/2024	246	7/30/2024	270	7/30/2024	672	7/30/2024	217	2023 Actual	57.00%
	7/30/2024	889	7/30/2024	246	7/30/2024	270	7/30/2024	672	7/30/2024	217	2024 Goal	58.00%
Other	Accreditation Revenue		Application for Program Eligibility Submitted		Accredited Programs							
	2022	\$2,000	2022	2	2022	0						
	2023	\$0	2023	5	2023	0						
	2024 Goal	\$5,000	2024 Goal	5	2024 Goal	1						
	7/26/2024	\$1,250	7/26/2024	2	7/26/2024	0						

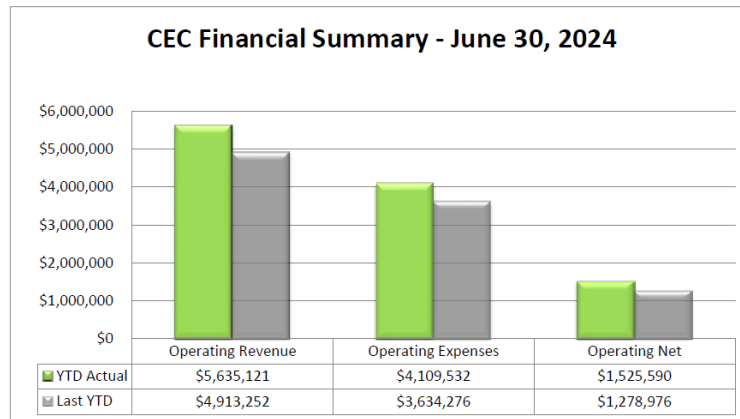
3.3 Finance-Related Items (Lesh/Evans)

3.3.1 Financial Deep Dive & Asking Questions

Chief Financial Officer Craig Evans provided explanations about the key financial information and documents that are tracked and presented to board members.

3.3.2 Treasurer’s Report – June 2024 Financials

CFO Craig Evans reported the following financial statement analysis for the year ending June 30, 2024:



Key Highlights

- Operating Cash = \$2.2M
- Investment Reserves = \$1.1M
- Operating Net Surplus/(Deficit) = \$1.5M
- Net Assets = \$2.3M

Major Revenue Centers	YTD Actual	% of Annual Budget
Convention	\$2,507,573	119%
Membership	\$1,081,995	47%
Partnerships (inc. Expo)	\$759,232	103%
Publications & Merch.	\$457,365	72%
LCE Subscriptions	\$158,329	42%
Prof. Development & Solutions	\$379,826	91%
Component Services	\$97,752	62%
Journals	\$60,517	38%
Total Revenue	\$5,635,121	79%
Total Expenses	\$4,109,532	58%

3.4 Committee Recharter Process

MOTION: Laural Jackson to approve the recommended process and timeline and revise any related policies accordingly.

Anna Adl seconded.

Motion passed.

Specifically:

Several months prior to each committee’s recharter, the board will meet with the chair/co-chairs, staff liaison, and, if possible, incoming chair/co-chairs to discuss the charge and work of the committee, recent successes and challenges, and any recommendations they may have as to any changes to those that should be made, as well as to any designated deliverables, and the size and/or structure of the committee. For example, an increase or decrease in size, having designated positions within the committee (e.g., by professional role or “area of expertise.”). This meeting will provide the opportunity to collect information about the committee and its work so that the board, as a whole, can better assess any potential changes to its charge, deliverables, size/composition, or continued operation.

This is an opportunity to recognize the work being done, offer suggestions, and update procedures.

3.5 Diversity Leadership Academy Funding Motion

MOTION: Laural Jackson moved the motion to allow for additional costs in the 2025 budget to allow for both the Class of 2024-2025 and the class of 2025-2026 to attend in this transition year, as recommended by the Diversity Committee;

Further moved to increase the budget line item for Diversity Leadership Academy travel to the CEC 2025 Convention by 2025 to allow for an additional cohort to attend this year.

Because this was a motion from a committee, no second was needed.

Motion passed.

3.6 CEC Fellows Program

MOTION: Concetta Lewis moved the motion to establish a CEC Fellows Program based on the CEC Fellows Program Guidelines and Rubric provided.

Angie Jasper seconded.

The motion was tabled. Recommendations will be provided to the working group.

3.7 Building-Level Administrators Workgroup Final Recommendations

MOTION: Jennifer Lesh moved to accept the recommendations of the Engaging Building-Level Administrators workgroup as provided; and

Further moved, to authorize the Executive Director and/or designated staff, to determine next steps for implementation of approved recommendations.

Toni Mixon seconded.

Motion passed.

3.8 Professional Development & CEC Solutions Update

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

The Professional Development Team consists of:

- Laurie VanderPloeg | Associate Executive Director, Professional Affairs
- Brad Duncan | Director, Professional Standards
- Marvana Bennett | Director for Professional Solutions
- Brooke Massey | Senior Manager, Online Learning
- Melissa Trout | Senior Manager, Meetings
- Renee Glasby | Administrative Manager, Convention
- Aimee Roberge | Coordinator, Professional Development and Resources

A new Learning Management System (LMS) was implemented for the Learning Library, which features:

- On-Demand Webinars (free)
- Live Webinars (free & coming soon)
- Effective and High-Leverage Practices for Paraeducators (free)
- Early Childhood Recommended Practices: Informing the High-Leverage Practices for K-3 (free)
- Quick Takes (free)
- PD Collections (small fee for members)

Exceptional Teacher Resource Repository

This database of resources is for CEC members to find expert-reviewed resources created by teacher peers that our members can use in their own classroom. Search for resources for supporting all learners in all kinds of formats: videos, handouts, templates, instructional strategies, how-tos, etc. Everything is reviewed by subject matter experts to ensure that we're highlighting not only beneficial resources, but the work of exceptional teachers.

Professional Development Goals

- Twelve free webinars for members
- New and Early Career series this fall
- Partner collaboration – ASHA
- Division collaboration – DEC, DCDT, DARTS, CEDS
- Solicit hot topics for CEC 2025

Identified Hot Topics

- **Strengthening School Behavioral Health through Multi-Tiered System of Supports** is designed to equip state education agencies (SEAs) with the knowledge, tools, and strategies needed to support local education agencies (LEAs) in the successful implementation of school behavioral health using a Multi-Tiered System of Supports (MTSS) framework. NASDSE Conference- Keynote Panel and Breakout Session
- **AI in Special Education** – keynote panel at CEC 2025 Convention and Expo in collaboration with the CIDDL Center (Center for Innovation, Design and Digital Learning), University of Kansas
- **Educator Shortage**

Fall PD Fair

This online event, taking place October 24, will feature more than 20 live 1-hour sessions with content from CEC, our Special Interest Divisions, the PROGRESS Center, the IRIS Center, and Lead IDEA. All sessions will air live and will be recorded for registrants to view later.

High Leverage Practices

- Revised HLP Book
- Updating HLP website
- Updating HLP resources
- Identified a repository of HLP presenters
- Top request for customized PD
- New HLPs for Paraeducators
- New HLPs for Early Childhood

CEC Solutions

CEC currently has partnerships with numerous states that vary from providing training, to providing support on specific projects, to providing programs and resources to support new teachers, administrators, paraprofessionals, and specialized instructional support personnel.

- In 2024, CEC Solutions developed customized professional solutions for:
- Over 5000 new special education teachers participated in yearly cohorts in six states.

- Almost 2000 special education and general education teachers, teacher leaders, instructional coaches, and school and district leaders learned high-leverage and inclusive practices in Maryland, North Carolina, Ohio, Texas, and Montana school districts.
- An educational service center supporting 12 rural school districts in Ohio and over 60 paraeducators, teachers, and administrators within those districts.

Examples of Customized Content

- Educator Shortages
- Mentoring & Induction
- Inclusive Leadership
- Mental Health Supports
- Supporting Paraeducators
- Implementing High-Quality IEPs
- Writing Math IEP Goals
- High Leverage Practices
- Integrated MTSS
- Strengthening Collaboration Among IEP Teams
- IEP Procedural and Substantive Requirements
- Using HLPs to Strengthen Tier 1 Instruction
- Utilizing Assessment Data to Make Instructional Decisions

Consulting Contracts

- Michigan Legislators –Attract, Prepare and Retain an Effective and Diverse Workforce –develop NEW and sustainable special education system in Michigan
 - <https://optimise.education/>
 - Funding available for over two more years
- Early Childhood Intervention Personnel Center for Equity (ECIPC)- (OSEP funded TA Center) - Elevate the Profession for Early Intervention and Early Childhood National Campaign
 - <https://health.uconn.edu/ecipc-equity/>
 - New contract

3.9 The CEC Brand

President Elect Julie Bost and Executive Director Chad Rummel talked about brand versus logo:

Brand:

- Feeling about a product/company
- Perception of a product/company
- Association with a product/ company

Brand Identity (Logo)

- Triggers the brand
- Visual Logo
- Verbal

They reviewed brand visuals from well-known organizations and what the image representing the brand provokes in people. They then discussed the ambiguity of CEC’s name and what people not familiar with CEC think it is when they hear the name of the organization. Board members were asked to share their “two-minute elevator speech” about CEC in a shared document for consideration.

Sunday, August 4

1.0 Official Items

1.0 Call to Order

President Elect Julie Bost called the regular meeting of the Council for Exceptional Children Board of Directors to order at 8:39 a.m. ET.

1.1 Record of Attendance; Determination of Quorum

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

Kareem Thompson (P) (joined late)
Julie Bost (PE)
Angie Jasper (IPP)
Jennifer Lesh (T)
Anna Adl
Sacha Cartagena
Jennifer Diliberto
Ben Hicks
Laural Jackson
Concetta Lewis
Toni Mixon
Ruby Owiny
Charmion Rush
Ben Tillotson

Not present: Zelphine Smith-Dixon

4.0 Policy Items (Public or Operational)

4.1 Revised Debt Reduction and Reserves Contribution

MOTION: Ben Tillotson moved the motion to adopt the revised attached draft Debt Reduction and Reserves Contribution Policy as recommended by the Finance and Audit Standing Committee (FASC).

Because this was a motion from a committee, no second was needed.

Motion passed.

4.2 Revised Investment Policy

MOTION: Ben Tillotson moved the motion to adopt the draft revised Investment Policy, as recommended by the Finance and Audit Standing Committee.

Because this was a motion from a committee, no second was needed.

Motion passed.

5.0 Reports / Pro Forma Items

5.1 Consent Agenda

- 5.1.1 Board Minutes
 - 5.1.1.1 March 13, 2024
 - 5.1.1.2 April 2024 (Online Voting)
 - 5.1.1.3 May 13, 2024 (Executive Session)
 - 5.1.1.4 June 12, 2024
- 5.1.2 Committee and Workgroup Reports
 - 5.1.2.1 Finance & Audit Standing Committee (Interim)
 - 5.1.2.2 Leadership Development Committee (Quarterly)
 - 5.1.2.3 Development and Fundraising Committee (Interim)
 - 5.1.2.4 Diversity Committee (Interim)
 - 5.1.2.5 Division Relations Committee (Interim)
 - 5.1.2.6 Honors Committee (Interim)
 - 5.1.2.7 Policy Steering Committee (Interim)
 - 5.1.2.8 Professional Standards and Practice Committee (Interim)
 - 5.1.2.9 Publications Committee (Interim)
 - 5.1.2.10 Student and Early Career Committee (Year-End)
 - 5.1.2.11 Yes I Can Committee (Interim)
 - 5.1.2.12 Family Partnerships Workgroup Update
 - 5.1.2.13 Building Level Administrators Workgroup Final Report
 - 5.1.2.14 Fellows Workgroup Final Report
- 5.1.3 Officer's Reports
 - 5.1.3.1 President (Thompson)
 - 5.1.3.2 President Elect (Bost)
 - 5.1.3.3 Immediate Past President (Jasper)
 - 5.1.3.4 Executive Director's (Rummel)

MOTION: Laural Jackson moved to approve the consent agenda, with the Leadership Development, Policy Steering, Professional Standards and Practice, and Publications Committees reports being removed, as per the motion to approve the agenda.

Sacha Cartagena seconded.

Motion passed.

The following updates were included in the Executive Director's report:

Public Affairs		
Marketing & Communications	Books	<ul style="list-style-type: none"> ▪ The updated High-Leverage Practices book is already in a second printing due to high demand and a fully accessible PDF digital version is available with CEEDAR. ▪ Sales are up for 2024 compared to previous years, already reaching close to \$500k by mid-year.
	Marketing	<ul style="list-style-type: none"> ▪ Onboarded a new Email Marketing Manager as well as hired a Communications Manager and updated the Marketing Manager's role so that we can deliver more tailored content for members and those interested in special education and CEC.

		<ul style="list-style-type: none"> Continue to see excellent engagement and click rates on social media ads and on news and policy content shared by CEC, increasing awareness of CEC as a thought leader and organization to follow.
	Journals	<ul style="list-style-type: none"> Starting with 57.1, September/October issue of TEC, production for the cover, table of contents, and other CEC-created features are now designed by CEC, saving costs from outside contractors.
Digital Content	Digital	<ul style="list-style-type: none"> Resolved over 500 web requests from units, divisions, and staff since CEC 2024 in mid-March. Developed new advertising module on the website, creating the opportunity to receive full revenue from ad sales and rely less on 3rd party sales i.e. MultiView's 20% ad revenue Created web art gallery for inter-divisional program "Honoring an Expressing Intersectionality Through the Visual and Performing Arts"
	Design	<ul style="list-style-type: none"> Provided design support for the re-imagining of CEC Solutions Revised/redesigned business solutions media kits CEC 2025 design and digital support, including websites, print and digital signage, tickets, programs, prospectus, and schedule at a glance Provided in-house layout/design support for the updated "Principal's Guide to Education 5th Edition" Created a new branded PowerPoint template for CEC staff. Will launch officially along with the updated CEC Brand guide before end of year which will elevate CEC as a leader in the field by creating better brand consistency across communication channels
Strategic Partnerships	Convention & Expo Sales	<p>Current revenue is \$235,150 and 91 booths sold We have begun the booth selection process Currently finalizing the prospectus with the following NEW offerings for #CEC2025; Opening Reception at the Power Plant Live, Featured Speakers, and CECTV</p>
	Non-Convention Expo Sales	<ul style="list-style-type: none"> We have taken over the sales of Special Education Today and created new Media Kit with outreach to new and existing prospects Working with Marketing and Communications department to continue to sell themed TEC issues Created marketing piece and sent outreach to promote sponsorship of the Fall PD Fair Collaborating with PD to launch sponsored webinar opportunities Just completed Partner Solutions Directory renewal season and secured our first Premier sponsor, and 8 sponsors for our Back-to-School e-blast being sent July 31st and further promoted on our website and in our Membership Minute e-newsletter
Professional Affairs		
Standards & Accreditation	Standards	<ul style="list-style-type: none"> Revised Initial Gifted Standards will be rolling out in August. A joint marketing effort will be made with TAG and National Association for Gifted Children. Advanced Standards workgroup has made substantial progress on the full packet required for revised standards but was unable to complete components to meet the deadlines for the Professional standards and practice committee and Board review. The workgroup will be reconvening to complete work on the revision with a new targeted submission to the

		<p>Council for the Accreditation of Educator Preparation by February 1, 2025.</p> <ul style="list-style-type: none"> ▪ Continuing work with DCDT to revise the current transition specialty set and redesign as transition specialist professional competencies. The first draft of competencies was received on July 29 and will be submitted to PSPC for feedback.
	Accreditation (CEC)	<ul style="list-style-type: none"> ▪ The Accreditation Commission has been diligently reviewing the first program report, revising processes and policies based on discoveries. ▪ The Commission will issue a final decision by the end of August, and we are planning a media campaign around our first accredited program. ▪ CEC has assumed the individual certification conducted by DCDT and has finished revising the process and setting up a virtual submission process. Instructions and website updates will be released in the next few weeks. <ul style="list-style-type: none"> ▪ DCDT Accreditation is sunsetting and programs will be guided to complete the CEC Accreditation process instead; Current transition professionals will be guided to complete a credential through an assessment process based on the service provider competencies that are being developed. ▪ Targeting DCDT’s conference in October to announce the new credential and service provider competencies.
	National Recognition (CAEP)	<ul style="list-style-type: none"> ▪ Spring 2023 Nationally recognized programs promotional announcements going out mid to late August. ▪ Successful training conducted in June for program representatives writing reports to seek National Recognition and to train new volunteer program reviews. ▪ SC has adopted the Early Interventionist/Early Childhood Special Educator (EI/ESCE) Standards as their state standards. ▪ 40 programs within 14 institutions review in Fall 2023, 25 programs within 15 institutions reviewed in Spring 24.
Professional Development	Professional Development	<ul style="list-style-type: none"> ▪ March 2024 Webinars <ul style="list-style-type: none"> • 3.4 - Assistive Technology in the IEP (595 registered) • 3.18 - The Healer: A Model for Culturally Sustaining Trauma-Informed Practices (190 registered) • 3.26 - Intro to HLP Book Updates #1 (351 registered) ▪ April 2024 Webinars <ul style="list-style-type: none"> • 4.2 – CEDS Webinar Instrument Selection for the Evaluation of Children with Specific Learning Disabilities. Does it Really Matter? (317 registered) • 4.18 - Intro to HLP Book Updates #2 (299 registered) • 4.22 - Trill Education: Strategies and Interventions within Multi-Tiered Systems Part 1 (72 registered) • 4.30 - DCDT Partner Webinar Building a Culture of Self-Determination (83 registered) ▪ May 2024 Webinars <ul style="list-style-type: none"> • 5.6 - Trill Education: Strategies and Interventions within Multi-Tiered Systems Part 2 (26 registered)

		<ul style="list-style-type: none"> • 5.4 – IDC Grant Winners Virtual Art Gallery Honoring and Expressing Intersectionality Through the Visual and Performing Arts (featured 28 pieces of art from people with disabilities) • 5.9 – DARTS Partner Webinar Using the Arts to Accelerate Social-Emotional Learning (83 registered) • 5.21 – IDC Grant Winner Webinar Using AI for Speech Recognition and Sensory Access in Supporting Teacher Candidates (195 registered) ▪ June 2024 Webinar <ul style="list-style-type: none"> • 6.11 – IEPs with Mitch Q2 – geared toward administrators (357 registered) ▪ Empowering Successful Transitions on-demand program with DCDT launched April 16, 2024 ▪ HLP Palooza – April 24, 2024 <ul style="list-style-type: none"> • 14 one-hour sessions over 4 time blocks • 310 registered ▪ Launched the Learning Library in a new learning management system platform. Told no one (yet). https://learn.exceptionalchildren.org/ <ul style="list-style-type: none"> • All content was moved to the new platform on time. • Working with Aarwin to finalize the integration with the new LMS then will do a full comms campaign to members and non-members • 97 webinars from 2016 – 2022 were reviewed by a group of volunteer reviewers <ul style="list-style-type: none"> ▪ 55 were kept ▪ 35 were kept but will likely need updated or removed soon ▪ 7 were archived ▪ Fall 2024 Webinars <ul style="list-style-type: none"> • Working on 9 -10 webinars for Aug. – Dec. (5 will be focused on new/early-career professionals) ▪ Fall PD Fair – October 24, 2024 <ul style="list-style-type: none"> • 25 one-hour sessions from 14 special interest divisions, IDC grant winners, the PROGRESS Center, and the IRIS Center • Registration to go live on August 12
	<p>Teacher Repository</p>	<ul style="list-style-type: none"> ▪ Included Exceptional Teacher Resource Repository (ETRR) on more prominent place on webpage. Received an increase of 2337 more views in Q2 than Q1. Total landing page searches through June 2024 is 11865 and total resources page views is 6866. ▪ Published 7 new resources in 2024, 2 resources in review/editing process. ▪ Collaborated with Divisions/Components team to promote ETRR in town hall meetings. ▪ Communicated resource and author highlights and 2024 gift card promotion. ▪ Revamping communications of current and new resources by topic with new team members and new newsletter layout. ▪ Planning back to school promotion and outreach to journal authors for possible resources. ▪ Ongoing audit of all resources in ETRR for consistency of language, branding, and customization

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Convention & Meetings</p>	<p>Convention</p>	<p>CEC Convention 2024</p> <ul style="list-style-type: none"> • Welcome to San Antonio! See registration update below. • We had a total of 4,235 in-person attendees for convention. • Over 800 people registered for the CEC Celebration. • CEC 2024 had 556 more in-person attendees than in 2023. <ul style="list-style-type: none"> ○ Back to pre-pandemic convention numbers. <p>We exceeded the overall hotel pickup for convention with a total of 112.73%.</p> <ul style="list-style-type: none"> • That is over 35% higher than in 2023. <p>CEC Convention 2025</p> <ul style="list-style-type: none"> • Welcome to Baltimore! Registration opened in June, and we currently have 43 paid registrants. • Casey Watts has been confirmed as the Opening Keynote Speaker and the AI Keynote panel is confirmed for Thursday’s Keynote Panel. • We are planning to host the Opening Reception at Power Plant Live and CEC Celebration at Maryland Science Center • New for 2025 we will be adding Featured Speaker sessions to Convention programming. • Registrants will have the opportunity to purchase Plus packages similar to 2024. <p>CEC Convention (Future Dates)</p> <p>The following cities are confirmed for 2026 – 2029.</p> <p>2026 – Salt Lake City, UT (March 11, 2026 - March 14, 2026)</p> <p>2027 – Columbus, OH (March 10, 2027 - March 13, 2027)</p> <p>2028 – Chicago, IL (March 08, 2028 - March 11, 2028)</p> <p>2029 – Portland, OR (February 28, 2029 - March 03, 2029)</p>
	<p>NASDSE</p>	<p>NASDSE 2024 (National Association of State Directors of Special Education)</p> <ul style="list-style-type: none"> • Welcome to Minneapolis! Up to 88 registrations for 2024. <ul style="list-style-type: none"> ○ Hotel pickup at 67%; reservation deadline September 6th ○ All breakout sessions have been confirmed and speaker confirmations have been sent out. ○ We will be promoting the OSEP/OSERS sessions in the next email marketing campaign. ○ The Mental Health Keynote Panel and the Ride Ahead Keynote session are confirmed. <p>NASDSE 2025</p> <ul style="list-style-type: none"> • The request for proposals was sent out for 2025 Annual Conference and site selection is currently in progress.

<p style="text-align: center;">CEC Solutions</p>	<p style="text-align: center;">Professional Solutions</p>	<ul style="list-style-type: none"> ▪ Completed <ul style="list-style-type: none"> ▪ Missouri (HLP Train-the-trainer) ▪ Rhode Island (Math IEP Goal Writing and HLP) ▪ Virginia – Leadership Training ▪ Johnston County Public Schools (HLPs) ▪ Montgomery County Maryland (HLPs) ▪ Putnam County Paraeducator ▪ Being Delivered Now <ul style="list-style-type: none"> ▪ Early Childhood Intervention Personnel Center for Equity (Consulting on Shortages) ▪ Michigan Optimize Project Consulting ▪ Contracted, Not Delivered Yet <ul style="list-style-type: none"> ▪ Havre Public Schools in MT – HLP’s ▪ Indiana Early Career Teachers and HLP’s ▪ Virginia –Paraeducators ▪ Indiana -(HLPs) ▪ Approved and in Procurement State ▪ Oklahoma DOE – Development of HLP Modules ▪ In Conversations with ▪ Maine DOE (multi-year using State Personnel Development Grants Program funds) ▪ San Marcos USD (In-person HLP/UDL Training) ▪ East Greenwich, Rhode Island (In-person HLP ALL staff training) ▪ Evangeline’s Care Welle Foundation (Nigeria)– Train the Trainer, On-Demand, Free Resources, PDF HLP book ▪ Revenue <ul style="list-style-type: none"> ▪ Annual Goal: \$410,000 ▪ Contracted Already: \$505.648
<p style="text-align: center;">Policy & Advocacy</p>	<p style="text-align: center;">Policy</p>	<ul style="list-style-type: none"> ▪ Regular meetings with OSEP/OSERS have resulted in CEC taking a leadership role in designing school building leader listening sessions re: special educator retention this fall ▪ Analysis of pending legislation to fund education resulted in quick collaboration with TAG to create messaging to fight back against proposed elimination of the Javits program ▪ Coordinated and collaborated with DCDT to conduct full day of in-person Hill meetings with DCDT CAN Coordinator and key staff that oversee legislation related to competitive integrated employment ▪ Provided strategic advice and CEC materials and resources to multiple Units to take action on pending state initiatives, i.e. proposed vouchers in Kentucky and proposed ban of CEC Standards in Utah ▪ Work with CEC doctoral intern to develop shortages landing page for website ▪ Leadership role in coordinating and leading in-person Hill meetings with partners in the field around IDEA funding (as co-chair of the IDEA Full Funding Coalition) and funding for federal programs that support teachers and school leaders (as co-chair of the Coalition for Teaching Quality) <ul style="list-style-type: none"> ▪ Scheduling and leading meetings; developing talking points and 1-page leave behind; ensuring the participation of coalition members
	<p style="text-align: center;">SELS</p>	<ul style="list-style-type: none"> ▪ Timing of the Congressional work periods impacted timing of SELS (Special Education Legislative Summit) this year; clearly impacted participation rate

		<ul style="list-style-type: none"> ▪ 1-person teams resulted in some new folks taking over the role of team leader and the need for much more direct support for meeting scheduling <ul style="list-style-type: none"> ▪ Posed the opportunity to engage more deeply with folks who may not have otherwise stepped up ▪ Continue to refine intake form and streamline scheduling to make the role of state team leader less arduous
Member Engagement		
Component Services	Divisions	<ul style="list-style-type: none"> ▪ All 18 Divisions participated in the division safari at CEC 2024, we will be offering it again in 2025 and have already started the planning on ways to improve and engage with more members ▪ The Division Relations Committee offered its first town hall for divisions in June and was attended by 10 divisions. We are looking to offer position-based town halls, to help division leaders collaborate and work together as well as offer support starting in September. ▪ The DRC is also promoting the Interdivisional Grants Program (IGP) again, launching them at LI to offer divisions more time to collaborate.
	Units	<ul style="list-style-type: none"> ▪ Unit Advancement Program (UAP) participants: New York, Tennessee, California, Hawaii, and Kansas. Onboarding Oregon; New York is rolling off and is supported by Luann Purcell. <ul style="list-style-type: none"> ▪ New York CEC is taking 2024 by storm. Newsletters, social media engagement, programming for NY attendees at CEC, and pending collaborations (inside CEC & outside) are a testament to their growth. They have successfully completed their election cycle. The group is focusing on their conference planning, partnerships, and member communication. ▪ Hawaii CEC is navigating leadership changes and onboarding of new volunteers. New communication/newsletter volunteer shows great promise in building connections with members. The new presidential line has begun meeting and feels prepared to tackle the work ahead, including building the board and continuing with their events focused on member development and community building. I will be meeting with them in August to review UAP participation and establish common goals. ▪ KS CEC – I am leading a PD committee with two board members and an additional volunteer to better inform the Unit’s engagement and coordination of PD events. The board took a break this summer and the PD team will meet again this fall. The Unit's bylaws are restrictive and prevent new volunteers from joining the board. I am reviewing/revising bylaws and preparing the board to facilitate a virtual election process. ▪ TN CEC has made headway in building new relationships with the TN DOE. Members of the board will be present at 4 different regional PD events to support the DOE, promote CEC, and conduct a session to support the curriculum. The group has added new non-board roles to support the work they are carrying out. The next board meeting in early August will revisit board retreat goals and establish new opportunities for events and programs.

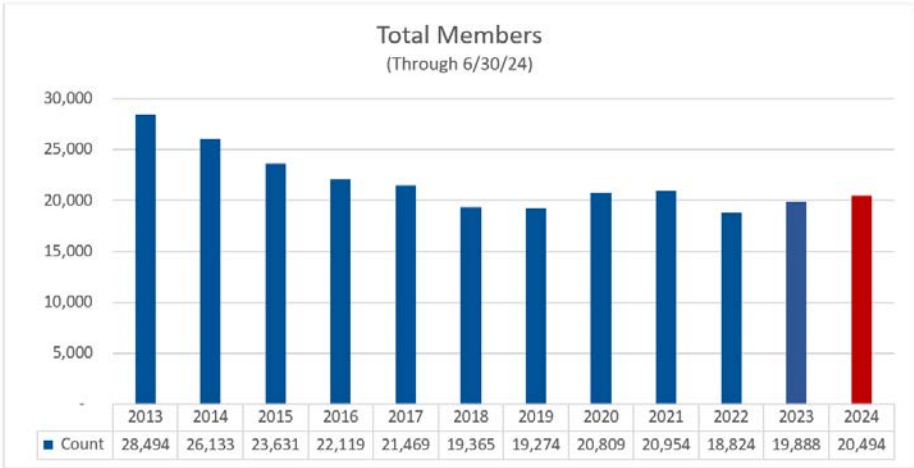
		<ul style="list-style-type: none"> ▪ CA CEC is partnering with well-known facilitators and subject matter experts to plan a spring conference. The ED, president and president elect are all working together on this. The Unit is also preparing for elections--resources have been provided to help accomplish this. ▪ OR CEC will be joining the UAP! More to come on this as we prepare to onboard their board. ▪ Additional support provided to: IN CEC board meeting (in-person), IN CEC state partnership, MO CEC, IN CEC student chapter, PA CEC, MI CEC board training, IA CEC
	Chapters	<ul style="list-style-type: none"> ▪ We have updated the student chapter webpage , with a goal to add resources and support for our student chapter leaders. ▪ We are utilizing the student an early career committee to provide support to the student advisors community in Higher Logic so those student advisors of chapters that we have their information for can communicate with each other and support each other ▪ Working with Student Leaders to get their social media handles so we can promote all the work they are doing ▪ Actively reaching out to units to find out more contacts/which chapters are active so we can communicate with their advisors and help to support them
	Affinity Groups	<ul style="list-style-type: none"> ▪ Affinity group leaders served as CEC ambassadors at CEC 2024 and 4 different affinity groups had meetings ▪ Over 3,500 CEC Members belong to the 7 different affinity group online communities, with over 170 discussion threads among all of them
	Student Teacher Support	<ul style="list-style-type: none"> ▪ The workgroup decided to change the name and make this program a yearlong program. The new name is the Teacher Candidate Support Network (TCSN) It will run from 8/1/2024 - 7/31/2025. This will provide a yearlong complimentary CEC membership. ▪ Our workgroup is focusing on providing support to student teachers all year, to better engage them with CEC support and membership. We are also enhancing our resources by offering live virtual support through monthly “Sip and Chats”. We will move resources behind a member-only page on the website and re-organize them to better suit the flow of a yearlong program. ▪ We know we will still have Student Teachers joining in the spring as well and will market to them again in November
Engagement	Membership	<ul style="list-style-type: none"> ▪ See the membership graph below. We welcomed Louise Martin, Senior Membership Operations Manager, and Tory Steptoe was promoted to Group Sales Manager in June. The team is reviewing, analyzing, and updating all membership communications to enhance the member experience and member retention efforts.
	Member Services	<ul style="list-style-type: none"> ▪ For the 2nd Quarter this year, the Member Services team has responded to 3,036 inquiries in comparison to 2,205 this time last year. The member services team is growing, and we have a part-time member services position open.

	Yes I Can	<ul style="list-style-type: none"> 75 submissions received for the 2024 awards. Two 2024 award recipients were international (From Canada and India). 2025 nominations are currently open through September 27.
	Diversity	<ul style="list-style-type: none"> The first cohort of the Diversity Leadership Academy is underway. The application for the second cohort of the DLA will open on August 15 and close on September 26. https://exceptionalchildren.org/award-programs/cecs-diversity-leadership-academy Racial Justice Grant applications will open August 19- September 30. https://exceptionalchildren.org/awards/racial-justice-grant
	Student Programs	<ul style="list-style-type: none"> Outstanding Student Award application will open in the fall. Two awards are available (undergrad and graduate student). A 500-travel stipend and convention registration are included in the award package. The SECC is planning to host a Town Hall for chapter leaders in September.
Governance	Leadership Development Committee	<ul style="list-style-type: none"> The call for applications for the Board of Directors went out the week of April 1. 22 completed Phase 1 applications were received by the deadline. Phase 1 applications are reviewed by three committee members. Of those, 14 advanced to Phase 2. Phase 2 applications are reviewed by five committee members. Two of the applicants did not complete the Phase 2 application. Of those, 11 advanced to the interview phase, including the three teacher applicants. Interviews were held between July 15 and 25. Prior to their interview, one applicant withdrew from further consideration due to new personal and professional commitments. Slating for the election will be held on August 9th at the LDC’s Annual Retreat (8/8-10).
	Leadership Development Program Subcommittee	<ul style="list-style-type: none"> The first Call for Applications for the Leadership Development Program Subcommittee was launched in March. Eight completed applications were submitted by the deadline. Two members were recommended by the LDPS co-chairs and appointed by the LDC. Based on participation and input, four individuals from the 2023-2024 cohort were identified as well-qualified to fill up to two ex officio, one-year positions. Two were selected. Leadership CEC 2023-2024 Cohort session were held in April, May, and June. The May session was a new one, presented by E.D. Chad Rummel, on “Pathways to Leadership.” June was “Graduation,” with an opportunity to provide input on how the program could be improved. Of the 33 nominees who accepted the invitation to participate, 18 individuals with a participation (session attendance and survey completion) rate of 70% or higher were sent a certificate of recognition. 15 of the 2023-24 cohort participants will be participating in the year-two option. Unlike the prior year cohort year-two option, which provided them the, ultimately, unsuccessful option to develop their own “agenda,” a “content” program has been developed for this year. Each month, questions related to this article entitled “<i>Build your Confidence as a</i>

		<p><i>Volunteer Leader with a Leadership Traits Self-Assessment</i>” will be posted to stimulate discussion, engagement, and continued networking.</p> <ul style="list-style-type: none"> ▪ Before beginning the discussions, participants will complete a brief leadership style questionnaire (in an online quiz format) to have them start thinking about what their leadership style is to lead to deeper discussions within the group. We plan to have them retake the quiz before the last (graduation) session to see if there have been any changes in the way they view themselves as leaders. ▪ Additionally, each month, participants will complete one or two sections of a brief leadership self-assessment as a sort of leadership skills self-awareness/reflection activity. ▪ 32 nominations were received from 13 units and 8 divisions, including at least five from previous <i>Leadership CEC</i> participants in their role as unit/division presidents. ▪ The May “Getting to Know You” session offered the opportunity for participants to begin networking. The “Orientation and Program Overview” introduced participants to the new program feature of “pre-work” that will be required for each session in order to allow more time for Q&A and networking, one of the items most desired by participants. ▪ The LDPS has developed an “Incentive to Engage” Program, or IEP. Participants will be awarded points for attending sessions, responding to the post-session surveys, and participating in online discussions. It is currently planned that every two months, the top scorer or two will receive a “reward,” such as CEC swag, a gift certificate, etc. ▪ The LDPS is also planning to have this cohort engage in the same activities developed for implementation with the 2023-24 cohort year-two option.
	Honors/Awards	<ul style="list-style-type: none"> ▪ Opened the 2025 Professional Awards on the website on 7/12; to be announced in Special Education TODAY on 7/26 ▪ Worked with Component Services Manager (units), and representatives from a few units, to create a new “Unified Teacher of the Year Nomination Process” allowing for unit Teacher of the Year (TOY) award recipients to automatically advance to be considered for CEC’s TOY award, as long as the unit uses CEC’s eligibility and nomination criteria, online nomination form, and rating rubric. ▪ To encourage more nominations of and/or make the nomination process less daunting for teachers, the “Vita/resume” requirement was changed to “Vita/resume or biographical information” for Teacher of the Year, Rising Star, and Paraeducator awards, with guidance provided for key bio info to include. The committee felt it was appropriate to leave “Vita/resume” for the Lifetime Achievement, Outstanding CEC Leadership, Research, and Chapter Faculty Advisor awards.
	Committees/Workgroups	<ul style="list-style-type: none"> ▪ Issued the Call for Applications, and developed relevant communications/website updates, for two positions on the Student and Early Career Committee. 17 applications in total were received; 6 pre-service, 11 early career. ▪ Issued Call for Applications, and developed relevant communications/website updates, for two positions on the Leadership Development Program Subcommittee.

Operations		
Finance	Finance	<ul style="list-style-type: none"> ▪ 2023 final net surplus was \$276 ▪ 2024 Project Surplus is \$285k ▪ Moved portion of surplus to long-term investments, per policy ▪ CEC continues to grow and continues to be financially strong ▪ Additional Report Delivered at Meeting
Other Operations	Fundraising	<ul style="list-style-type: none"> ▪ Elizabeth Farrell Society membership stands at 21 members. ▪ Fundraising committee being restructured to have a more clear and dedicated approach to tasks to complete by members. ▪ Since beginning fundraising in 2020, CEC has: <ul style="list-style-type: none"> • 833 donors • 1,413 donations • \$237,084 raised ▪ Growth is somewhat thwarted due to lack of time/resources/expertise on staff
	Book Sales	<ul style="list-style-type: none"> ▪ Publication sales are over \$500,000 for the year as of 7/24. <ul style="list-style-type: none"> • Sales were at \$380,000 over the same period of 2023. • Fulfilment and postage charges are also down. ▪ Due to many large bulk orders, June was the best publication sales month since 2017, with \$111,000 in sales. ▪ Enrolling in RedShelf, a digital book seller that can sell CEC e-books directly to college students at certain universities. ▪ High Leverage Practices publications account for \$277,000 of the publication sales totals.
	Human Resources	<ul style="list-style-type: none"> ▪ Spring was spent hiring three new employees: <ul style="list-style-type: none"> • Derek Govin as Communications Manager • Nick Cafferky as Email Marketing Manager • Louise Martin as Senior Manager, Membership Operations ▪ One additional position is currently open: <ul style="list-style-type: none"> ▪ Part time member services representative.
	Misc Operations	<ul style="list-style-type: none"> ▪ Partnering with real estate firm (at no cost to us) to do an analysis of space needs to consider early negotiation in 2025 and/or renewal of current space or plan move when lease is up in 2027.

Membership Data



Fundraising

Only the Mental Health Fund has been drawn on in 2024.

Total - All Funds		2022	2023	6/30/2024
Opening Balance		\$15,247	\$60,176	\$223,337
	Gifts Received	\$49,690	\$144,215	\$26,162
	Board Contributions	\$ -	\$ -	
	Market Return	(\$4,760)	\$18,946	\$23,272
	Funds Withdrawn	\$ -	\$ -	
Ending Balance		\$60,176	\$223,337	\$272,771
10%	Available for Withdrawal EOY	\$6,018	\$22,334	\$27,277
Total – By Fund				
	Advocacy Fund	\$14,541	\$23,756	\$27,934
	Diversity Fund	\$2,144	\$7,924	\$28,886
	Future Fund	\$31,398	\$40,532	\$48,909
	Rising Stars Fund	\$4,673	\$30,098	\$34,091
	Yes I Can Fund	\$7,420	\$15,191	\$18,011
	Mental Health Fund	0	104,949	114,940

Fund	2024 Draw Available	2024 Uses
Advocacy	\$2,375	Funding four travel scholarships to SELS
Diversity Fund	\$792	Nothing Yet
Future Fund	\$4,052	Videos for the Future Teacher Portal
Rising Stars Fund	\$3,000	\$2000 to Student Teacher Support Network
Yes I Can Fund	\$1,519	Funded a \$100/participant travel stipend increase for 2024
Mental Health Fund	Unlimited	Funded Mental Health Panel at CEC and one at NASDSE

5.2 Board Committee Liaison Updates (Verbal)

Board members were able to report on the activities of their respective committees.

7.0 New Business

MOTION: Ben Hicks moved to receive the reports removed from the consent agenda. Specifically, the Leadership Development, Policy Steering, and Professional Standards and Practice Committee reports.

Angie Jasper seconded.

Motion passed.

Executive Session

By unanimous consent, the board went into executive session at 11:00 am to discuss legal, personnel and financial matters. The board came out of executive session at 11:10 am.

8.0 For the Good of the Order and Adjournment

Without objection, President Thompson adjourned the meeting at 11:18 a.m. ET.

**CEC Board of Directors
Voting Record
August 3-4, 2024**

Motion										
Member	Agenda	President Elect Criteria Revision - Tabled	Committee Recharter Process & Schedule	Diversity Leadership Academy Funding*	Fellows Program - Tabled	Building Level Administrators Workgroup Recommendations	Debt Reduction/ Reserves Policy Revision*	Revised Investment Policy Revision*	Consent Agenda	Receipt of Committee Reports Off Consent Agenda
Kareem Thompson (P)	A		A	A		A	A	A	A	A
Julie Bost (PE)	Y		Y	Y		Y	Y	Y	Y	Y
Angie Jasper (IPP)	Y		Y	Y		Y	Y	Y	Y	Y
Jennifer Lesh (T)	Y		Y	Y		Y	Y	Y	Y	Y
Anna Adl	Y			Y		Y	Y	Y	Y	Y
Sacha Cartagena	Y		Y	Y		Y	Y	Y	Y	Y
Jennifer Diliberto	Y		Y	Y		Y	Y	Y	Y	Y
Ben Hicks	Y		Y	Y		Y	Y	Y	Y	Y
Laural Jackson	Y		Y	Y		Y	Y	Y	Y	Y
Concetta Lewis	Y		Y	Y		Y	Y	Y	Y	Y
Toni Mixon	Y		Y	Y		2	Y	Y	Y	Y
Ruby Owiny	Y		Y	Y		Y	Y	Y	Y	Y
Charmion Rush	0		Y	Y		0	0	0	0	0
Zelphine Smith-Dixon	0		Y	Y		0	0	0	0	0
Ben Tillotson	Y		Y	Y		Y	y	Y	Y	Y
YES (Y)	12		12	12		12	12	12	12	12
NO (N)	0		0	0		0	0	0	0	0
ABSTAIN (A)	1		1	1		1	1	1	1	1
ABSENT (0)	2		2	2		2	2	2	2	2
OUTCOME	P	TABLED	P	P	TABLED	P	P	P		P