



## Developing Leaders Notes

Date: April 13th, 2022

Session Title: Compensatory Ed in Light of Staff Shortages

Focus Area: SDI/Skilled Staff

### MAASE Focus Areas:

*We will align and organize the strategic priorities and work of MAASE to focus on the following elements:*

<i>High Quality Student Evaluations</i>	<i>Specially Designed Instruction</i>	<i>Skilled Staff</i>	<i>Program Evaluation</i>
---	---------------------------------------	----------------------	---------------------------

Through the platforms of:

Association Partnerships	Legislative Action and Advocacy	Professional Learning	Membership Services
--------------------------	---------------------------------	-----------------------	---------------------

EdCamp is an open format where group members share thoughts to help one another in implementation of "real life" practice. These notes reflect the thinking of someone in the group but do not represent an official position on behalf of MAASE. Anyone using this as a resource is encouraged to use their best judgment in interpreting the suggestions.

MAASE EdCamp Format:

1. Clarify the Problem of Practice to Solve
2. Collaborate around the Problem of Practice by offering suggestions and resources
3. Give feedback to the committee on how to improve next time

#### Notes:

##### **Clarifying the Problem of Practice:**

- Not fully staffed - what will comp ed look like when we're not fully staffed?
- What are our next steps?
- OCR complaint received as a result of a lack of staffing
- Lack of transportation resulting in school closure
- Lack of interest in staff interested in providing compensatory education
- Recovery services - suggestions
- Unions - very difficult to contract out for positions
- Burnout

##### **Solutions:**

- Saginaw ISD - working with virtual therapists (eg. Vocovision, Eluma, Presence Learning)
  - Keeping track of missed services
  - Keeping these therapists on to tackle comp ed
  - Summer - will offer in person and virtually
- ESSER funds utilized for retainment bonus within the district to keep staff
- Contracted with private therapy (eg. local hospital)
- Use of virtual SSW services - therapy delivery is going well but not necessarily the IEP process
  - Supervision - could be provided virtually at the back of the classroom, paraprofessional, SE Teacher
- SE Teacher shortages - use of emergency certification to fill positions, mentoring
- Raised the substitute teacher rate to attract subs for vacant positions
- Kent ISD received a state complaint in which it was identified that they were not compliant - did not have a interim comp ed plan in place - need to demonstrate due diligence
- SSW vacancies - use of the waiver
- SLPs - there has been talk about utilizing SLP assistants, could also support with reteaching skills within the classroom
- Use of OT/PT assistants to tackle services

- Increased stipends for staff who are mentoring - \$1000
- Building comp ed into smaller chunks of time
- Contracting to provide a half day camp during summer school
- Documentation is everything!
- Changes within IEP service delivery
  - Shared providers to address goals/objectives
  - Range of service time identified for resource room
  - Minutes vs. sessions
- Using designated IEP days to provide compensatory education services
- Hired masters level Psychs to help with evaluations where there are vacant SSW positions
- Recovery Services
  - Following the IEP process rather than using the language of recovery services
  - When students are not making progress - what are they doing to address that lack of service?
- Choice Schools - offering a 6 week intensive intervention summer programs staffed by a GE and SE Teacher
- Connecting with an agency in the area that could provide comp ed (summer camps)
- Have offered swap time rather than paid time (eg. longer spring break)
- Conducting caseload analysis to identify where the needs are greater