

**Hit the Ground Running
OR
Just Hit the Ground!**

Ohio Association of Pupil Services
Administrators

May 3, 2019
Columbus, Ohio
Phyllis Wolfram
President
CASE


 




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**Running over the hurdles of ESSA,
IDEA, AND **Everything else**
to get to the PRIZE...
ALL Students LEARNING!**



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Everything Else


- Student Achievement
- Significant Disproportionality
- Medicaid
- Mental Health-Trauma Informed Schools
- Shortages:Teacher/Related Services/Admin
- Funding
- IDEA Reauthorization
- Public Funds to Subsidize Private Education
- Rethink Special Education
- SLD Consortia



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CASE Is There For YOU!

- Telephone Conversations—
 - CEC, NASDSE, NAESP, AASA, NASSP, NASB
 - OSEP/OSERS
- Participation in Dept Round Tables
- White Papers and Policy Updates
- Legislative Consultant
- Website Resource with Links

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To Get IT Done...



We MUST...


Hit the Ground Running!

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So....The Answer is...

IMPACT CHANGE...Always!



How????

Strategic, Intentional & Influential

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The challenge of **leadership** is to
 be **strong** but not **rude**;
 be **kind**, but not **weak**;
 be **bold**, but not a **bully**;
 be **thoughtful**, but not **lazy**;
 be **humble**, but not **timid**;
 be **proud**, but not **arrogant**;
 have **humor**, but not **folly**.

Jim Rohn, American entrepreneur, author, and motivational speaker

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What is YOUR Leadership Philosophy?

- Will you hit the ground running?

Or

- Will you just HIT the ground?




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Strategic, Intentional, Influential

Leaders need....

- To be both provocative and prepared
- To be able to predict and plan
- To not just lead but lead well
- To not whine but be the catalyst for improvement
- To truly make a difference in the education of all students




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Strategic

Strategic Thinking
 Strategic Planning
 Implementing

Evaluating:


Step 1: Identify Assess	Step 4:
Step 2: Proposal Analyze	Step 5:
Step 3: Try	Step 6:



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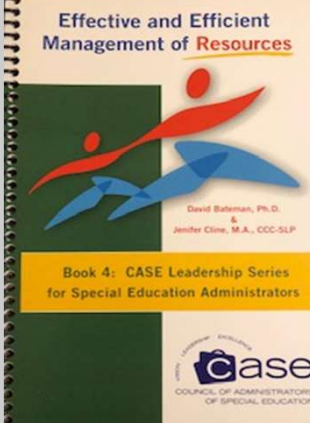
All parts of an educational institution or organization need to be integral to one another.

*Bateman and Cline, Effective and Efficient Management of Resources,
 Book 4 CASE Leadership Series for Special Education Administrators*




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Effective and Efficient Management of Resources




David Bateman, Ph.D.
 &
 Jennifer Cline, M.A., CCC-SLP

Book 4: CASE Leadership Series
 for Special Education Administrators



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 OF SPECIAL EDUCATION



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...Other Strategies

Plan - Do - Study - Act

RIOT

Review
Interview

Observe
Test



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Intentional

Develop a mission and vision
(apply the KISS method)

Recognize Skills & Build Capacity

Collaboration

Link Leading to Learning



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Recognize Your Skills & Build Capacity

*A leader is a person
you would follow
to a place
you would not go yourself.*

Joel Barker, Future Edge, 1992



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What are your skills?

How do you know?

How will you find out?

Phyllis Wolfram - Strength Finder

Achiever

Communication

Includer

Futuristic



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Collaboration

"The problem is that collaboration is an unnatural act committed by unwilling adults despite mutually benefitting goals. For many school systems, collaboration happens only during retreats (the perfect word). After the retreat, everyone retreats back into their windowless silos. And then these systems wonder why outcomes are not improving."

Steve Kucic, *Organizational Change: Transformative Leadership for Special Education, Book 3: CASE Leadership Series for Special Education Administrators*



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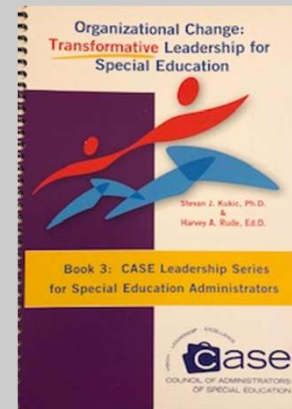
...if Shared Responsibility

"Collaboration will result in improved outcomes only when it is purposeful and practiced at all times on all occasions."

Steve Kukic, *Organizational Change: Transformative Leadership for Special Education, Book 3: CASE Leadership Series for Special Education Administrators*



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Linking Leading to Learning

- Know the Law(s)
- Understand the Pedagogy AND the Learner
- Identify the Disconnect
- Work to Change the Law, the Teaching, and the Learning

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A Global Vision, The National Perspective,
and Your Reality!



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IDEA Reauthorization Recommendations



- IDEA reauthorization – When?
- CASE developed member driven IDEA reauthorization principles and recommendations in 2016
- Proactive vs. Reactive!



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Influential

Shared Leadership

Choose your attitude

Lead by Convening

Advocacy



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Shared Leadership

How often do you exhibit these behaviors?

always - sometimes - must begin

I enable others to act.
I challenge the process.
I model the way forward.
I inspire a shared vision.

Chambers, *The Journey to Effective Leadership*, Book 1: CASE Leadership Series for Special Education Administrators




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I encourage the heart by:

- praising a job well done
- expressing confidence in the abilities of others
- creatively rewarding contributions
- recognizing commitment to shared values
- finding ways to celebrate accomplishments
- giving team members appreciation and support

Chambers, *The Journey to Effective Leadership*, Book 1: CASE Leadership Series for Special Education Administrators




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I develop relationships with all stakeholders to address current and future work.

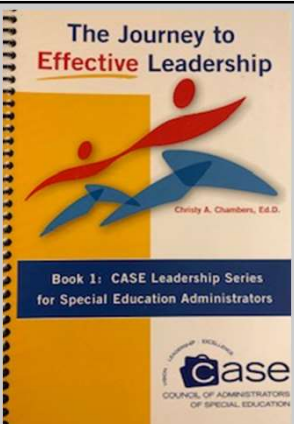

I lead with head, heart, and hands.

I recognize and utilize shared leadership as an effective approach for accomplishing my work.

Chambers, *The Journey to Effective Leadership*, Book 1: CASE Leadership Series for Special Education Administrators





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Choose your attitude

There is always a choice about the **WAY** you do your work ... even if there is **NOT** always a choice about the **WORK** you do!


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Leading by Convening:
Stakeholders, Partners and Allies

A Blueprint for Authentic Engagement

www.ideapartnership.org



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Advocacy

Rethink
Rethink
Rethink

Reinvent
Reinvent
Reinvent



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OSERS
To improve early educational, educational, and employment outcomes and raise expectations for all people with disabilities, their families, their communities, and the nation.

RETHINK
OSERS will rethink anything and everything to ensure that we are in the best position to achieve our mission.

- **Address** deeply embedded and complex issues
- **Question** systems that do not facilitate the kind of improvement we know is necessary
- **Confront** structures that limit opportunities for individuals with disabilities
- **Change** policies and practices that put the needs of a system over the needs of the individual
- **Challenge** mindsets that appear intent on preserving the status quo

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U.S. DEPARTMENT OF EDUCATION

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Reinvent Special Education
Key Influencers

Dr. Bob Pasternack Stevan Kukic Dr. Ed Steinberg

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The "Big 6" Components
Reinvent Special Education

- School & Teacher Accountability**
- Teacher Competency**
- Universal Design for Learning & Multi-tiered System of Support**
- Flexibility**
- Individual Growth Plans**
- Special Education Eligibility**

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Support
Key Points

OSERS will support states in their work to raise expectations and improve outcomes for individuals with disabilities:

- **Demonstrate** commitment to high expectations for each individual with a disability.
- **Provide** differentiated support to states based on their particular needs.
- **Continuously improve** our systems to support states.

Email comments to:
CASE.Rethink@gmail.com


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Flexibility

What it looks like.

OSERS will provide states flexibility, within the constructs of the law, in implementing their programs to raise expectations and improve outcomes for individuals with disabilities.

- **Acknowledge** that states are in the best position to determine implementation of their programs.
- **Empower** states to implement allowable flexibilities and to pursue innovation.
- **Attend** to our appropriate federal role and avoid overreach.



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Partnership

Primary Goals

OSERS will partner with parents and families, and diverse stakeholders to raise expectations and improve outcomes for individuals with disabilities:

- **Value** the unique and diverse perspectives and expertise of parents and other stakeholders.
- **Engage** with parents and other stakeholders through meaningful and effective collaboration.
- **Learn** from individuals with disabilities and those closest to the individual as we rethink how to best serve them.



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OSERS

RETHINK

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CASE.Rethink@gmail.com



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**"Alone we can do so little;
together we can do so much"**
Helen Keller




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Take Action: CEC's Legislative Action Center



www.cec.sped.org

Choose: Policy & Advocacy
Choose: Legislative Action Center

10/24/19



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Strategic, Intentional, and Influential Leadership...

You **DO**
Make a
Difference

Will You???



CASE 17th Annual Educational Leadership Seminar
July 7-10, 2019 Crystal City, VA

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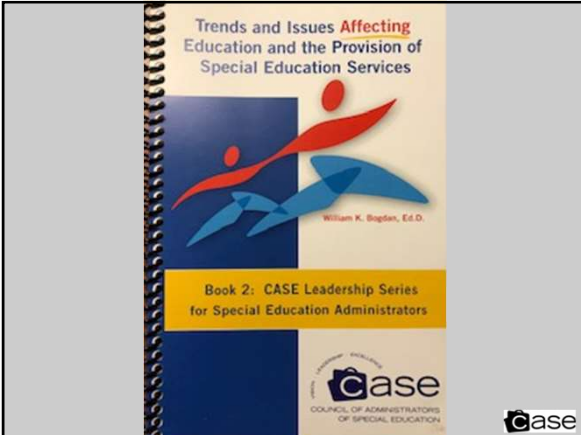
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CASE: A New IDEA in Leadership



- THE place for leadership development
- A “place” where you are uniquely understood
- A collective voice—state, national, global
- A welcomed involvement
- A systematic support network
- A speedy access to what’s happening
- An opportunity to make an INFORMED difference!

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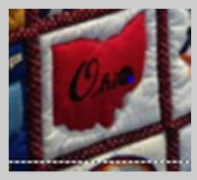
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And We Have A Legacy!



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One Last Thought....

Leadership....

If not you, then who?
In not now, then when....

Be strategic, be intentional, be influential
....But Definitely BE



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So...What is your decision...

- **Will you hit the ground running?**




Or

- **Will you just HIT the ground?**



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