



Educational Resources Committee Meeting
Wednesday, March 6, 2024 12:30 PM
ESU 4 Plus Zoom
2301 Dahlke Ave
Auburn, NE 68305

1. Call to Order
Committee Chair
2. Roll Call
Committee Chair
3. Agenda Item
Committee Chair
 - 3.1. Alternate Pathways for State Colleges
Mike Siebersma/Rick Melmer
 - 3.2. GetSET Nebraska
Pam Brenzenski
 - 3.3. Central Region Symposium - Oct 24
Dan Schnoes
 - 3.4. Special Populations
Committee Chair
 - 3.4.1. NDE Special Education Update
Amy Rhone
 - 3.4.2. ESPD Report
Lona Nelson-Milks
 - 3.4.3. Mental Health and Wellness
Committee Chair
 - 3.4.4. Behavior Intervention Training (BIT) and Teacher Support Act (TSA)
Kraig Lofquist
 - 3.4.5. SRS Staff Report
 - 3.4.6. Approve SRS Fees of 5% for 2025-2026
Committee Chair
 - 3.5. PDO (Professional Development Organization)
Committee Chair
 - 3.5.1. High Quality Instructional Materials Support (HQ-IM)
Committee Chair

- 3.5.2. SDA Report
SDA Affiliate Chair
- 3.5.3. NWEA MAP Growth Pricing
Executive Director
- 3.5.4. PDO Meetings
Committee Chair
 - 3.5.4.1. ESUPDO Celebration Dinner
Deb Hericks
- 3.5.5. NDE Updates
Shirley Vargas
- 3.5.6. Monthly Talking Points
Executive Director
- 3.5.7. PDO Budget Requests 2024-2025
Committee Chair
 - 3.5.7.1. Approve SDA Budget Requests for 2024-2025
Committee Chair
 - 3.5.7.2. Approve ESPD Budget Requests for 2024-2025
Committee Chair
 - 3.5.7.3. Approve PDO Fees for 2024-2024
Committee Chair
- 3.5.8. Rule 58: Safety and Security Update
Executive Director
- 4. Next Meeting Agenda Items
Committee Chair
- 5. Adjournment
Committee Chair

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) Discussion regarding deployment of security personnel or devices; (c) Investigative proceedings regarding allegations of criminal misconduct; (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length. Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public. (b) (i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website. (ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by: (A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or (B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted in the same three places for each meeting. (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public

body.(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee. (d) Each public body shall record the methods and dates of such notice in its minutes. (e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met: (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity; (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act; (iii) The governing body of a public power district having a chartered territory of more than one county in this state; (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state; (v) An educational service unit; (vi) The Educational Service Unit Coordinating Council; (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act; (viii) A community college board of governors; (ix) The Nebraska Brand Committee; (x) A local public health department; (xi) A metropolitan utilities district; (xii) A regional metropolitan transit authority; and (xiii) A natural resources district. (b) The requirements for holding a meeting by means of virtual conferencing are as follows: (i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference; (ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used; (iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and (iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body. (b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings. (c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413. (8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if: (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body; (b) No action is taken by the public body at the virtual meeting; and (c) The public body complies with subdivisions (2)(b)(i) and (2)(b)(ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each

meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if: (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction; (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience; (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance; (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state; (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

84-1415. Open Meetings Act; requirements; waiver; validity of action. No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised
4-2022



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Get **s** **e** **t**

Nebraska



**NEBRASKA CENTER FOR RESEARCH ON
CHILDREN, YOUTH, FAMILIES & SCHOOLS**



*Funded through the US Department of Education Discretionary Grant
Nebraska Personnel Development to Improve Services and Results for Children with Disabilities:
Improving Retention of Special Education Teachers and Early Intervention Personnel #H325P210009*



**Impacting Retention of
Nebraska Special
Education Teachers**

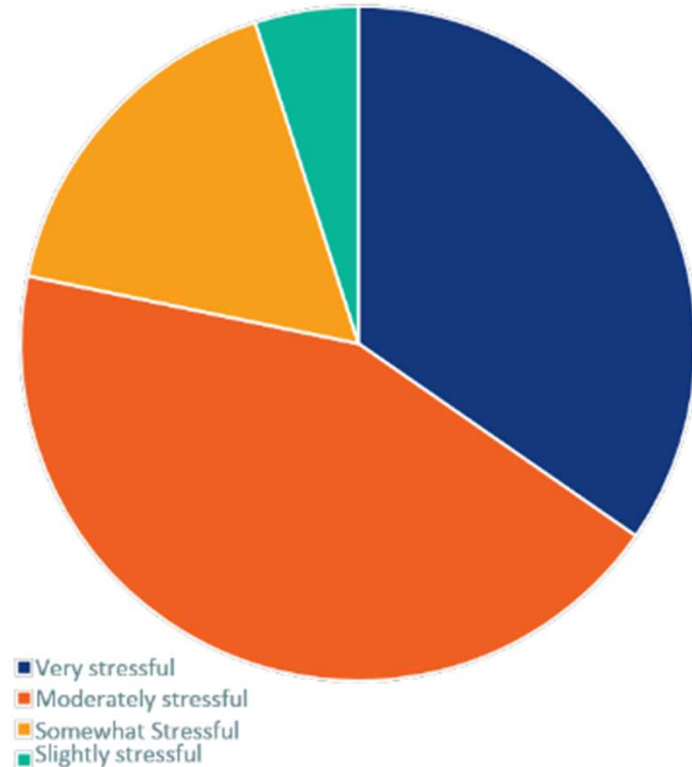
Pamela Brezenski, Ed.D.

Why is Special Education our Focus?

- 16% Plan to leave Special Education prior to retirement
- 21% were not sure how long they would remain in the field

Witte and Yoon, 2021

How stressful do you find being a Special Education Teacher?



Special Education Teacher

Focused goals:

- Reducing teacher-reported job stress
- Increasing teacher-reported job satisfaction
- Increasing school administrator self-efficacy for supporting special education teachers
- Assisting schools and districts in retention planning





**Program
Content**



- State Special Education Retention Data
- Administrative Leadership Academy
- Induction and Mentoring Program



State Special Education Data Personnel Reporting Enhancements

Pilot Survey Data-Conducted in 2022

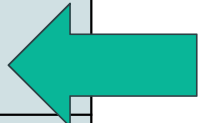
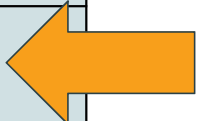
126/244 Districts Completed the Survey

- Measures from the 21-22 school year (22-23 school year currently being collected, closes 3/15/24)
- 453 Nebraska special education teachers left or changed positions

Other includes:

- Left the field
- Staying home with children
- Moved out of state

| Reason for Leaving | Number of Teachers Leaving Percentage |
|--|---------------------------------------|
| Moved to another Nebraska district | 163 35.98% |
| Other reasons | 117 25.8% |
| Changed to another position in education | 101 22.30% |
| Retirement | 64 14.13% |
| Contract not renewed or disciplinary issue | 8 1.77% |





Administrative Leadership Academy

5 + 1 On Demand Learning Modules

- *Introduction to Get SET Nebraska*
- *Recruiting and Hiring*
- *Retaining Special Education Teachers: Induction Systems*
- *Retaining Special Education Teachers: Building Support and Growth Systems*
- *Building Your Retention Plan*
- *Induction and Mentoring Prep: Pre Trip Check*

Administrative Leadership Academy

The Administrative Leadership Academy includes five self-paced learning modules. Each module includes a video presentation and three activities that will help you reflect on current practices and expand your knowledge with evidence-based practices to improve special education teacher retention. At the end of your journey, you'll have tools and support to lead a customized retention plan for your school or district.

Before moving onto the Induction and Mentorship Program, please complete the Administrator Pre-Trip Check Module.

Module 1 Module 2 Module 3 Module 4 Module 5 Pre-Trip Check



Module 1



Introduction to Get SET Nebraska

The purpose of this module is to provide you an overview of the Get SET Nebraska program and the rationale behind it.

[Download Learning Guide](#)


[Download Slides](#)



Participant Resources

- Learning Guide
- Module Videos
- Get SET Connect Plan Activities
- Retention Planning Format

Get SET Plan Activities
3.2 Administrative Steps to Support Induction



Goal:
The goal of this activity is for you to build on Get SET Plan 3.1 and define what your role would be within each induction component.

Directions:

1. Review your notes from 3.1 Activity A.
2. Complete Activity B to explore leadership actions related to each comprehensive induction component. You will identify:
 - Existing leadership actions.
 - Current methods for measuring the effectiveness of the leadership actions.
 - Potential leadership actions you may consider implementing.
3. Return to the Get SET Nebraska Administrative Leadership Academy Module 3 video presentation to learn the process for connecting mentors and mentees.

Get SET
Nebraska

7



Get set
Nebraska

Administrative Leadership Academy

Module 3 Learning Guide





Induction and Mentoring Program

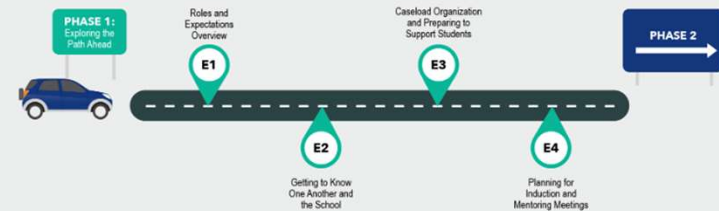
One Year Induction and Mentoring Program


- Phase 1
 - Prior to the school year
 - Preparation for caseload
 - Introduction to people and the school
- Phase 2
 - HLP Individual Learning Plan development
 - Weekly meeting communication maps
 - Monthly induction communication guides
- Phase 3
 - Climate and culture data
 - Celebrations

PHASE 1: Exploring the Path Ahead

Phase 1 includes Exits 1-4. Download and print your handbooks before watching the exit videos.

[Mentor Handbook](#) [Mentee Handbook](#) [Administrator Handbook](#)



| EXIT 1 | EXIT 2 | EXIT 3 | EXIT 4 |
|--|--------|--------|--|
|  Induction and Mentorship Program | | | Planning for Induction and Mentoring Meetings <p>In this exit, you will familiarize yourself with the expectations and content you will use in Phase 2 and Phase 3 of Get SET Nebraska. Then the team will schedule meetings for the year.</p> Download Presentation |



Participant Resources

- Handbooks
- Guiding Exit Videos
- Get SET Connect Activities
- Appendix Resources





Program Benefits

- Program Structure
- Collaboration
- Communication
- Evidence Based Practices
- Mentor Teacher Leadership



Overview

22-23 Pilot Year Focus Group

4 teams
6 administrators

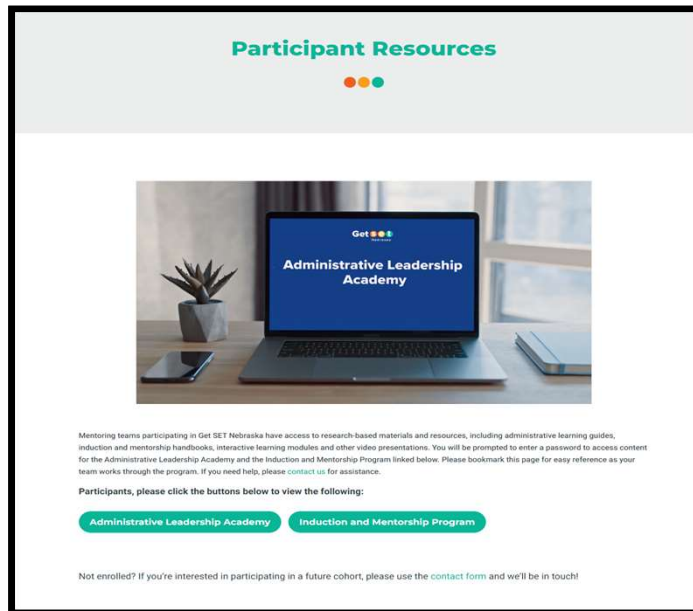
**+ Initial data from
this year's 37 teams**

| Reasons for favorable evaluation | Mentees | Mentors | Administrators |
|-----------------------------------|---------|---------|----------------|
| Resources provided | 0 | 3 | 6 |
| The project's staff is helpful | 3 | 2 | 3 |
| Useful for inexperienced teachers | 2 | 2 | 1 |
| Enabled intentional conversations | 0 | 0 | 5 |

| Reasons for favorable evaluation | Mentees | Mentors | Administrators |
|-----------------------------------|---------|---------|----------------|
| Structure benefitted interactions | 6 | 6 | 4 |
| Built relationships | 4 | 3 | 1 |
| Assisted inexperienced teachers | 4 | 1 | 0 |



Program Structure



Administrative Leadership Academy

- “On demand” access
- Guided process
- Easy to find information
- Accessible handbooks and learning guides

Induction and Mentoring Program

- Clear expectations
- Task analysis
- Mentor guidance
- Sequential
- Video directions



What did they say?

Administrators

*“We have amazing experienced special educators and excited, enthusiastic, and energetic new special educators and this program allowed us to **connect the two** for positive outcomes for our school”*

“It was nice to have the framework at the beginning of the year to go through everything and make sure I hit everything”

Mentors

- “The program was **well organized** and thought out. It is **easy to navigate.**”
- “The **videos** described everything we would have asked.”



Increased Collaboration



Increased Collaboration



and Mentee
s and Mentee
f and Mentee

Administrator and New Teacher
Administrator and Mentor



Administrator and New Teacher
Administrator and Mentor



What did they say?

Mentees

- “I think it's helped that we've built that partnership as like, **almost co-teachers**...you have someone to connect with and bounce ideas off of.”
- “I think it was very helpful to know my mentor right away and to have a **connection in the building** as this is my first year teaching. I could go to her with all of my questions, and she really helped kind of lead me right at the beginning of the year when I was learning everything.”
- “If there is something that's like above her [the mentor] or past her like knowledge base, **she'll point me** to who I should be talking to about it.” -

Mentors

- “It helped with just being **purposeful about building those relationships** with new teachers. Instead of just the random dialogue you might share, it helped to be more purposeful.”
- “making that **purposeful connection with new teachers** and helping them feel comfortable **making connections** with other teachers in the building ...building the culture with new teachers.”
- “I actually used several of the videos to send it out to **all the teachers** in our school and not just the special education teachers. I think I got a lot of good feedback from that and just reminders about **how to work together to make students successful**.”



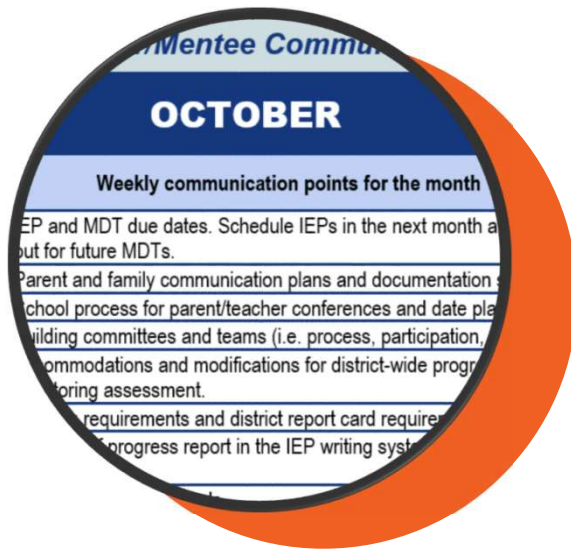
What did they say?

Administrators

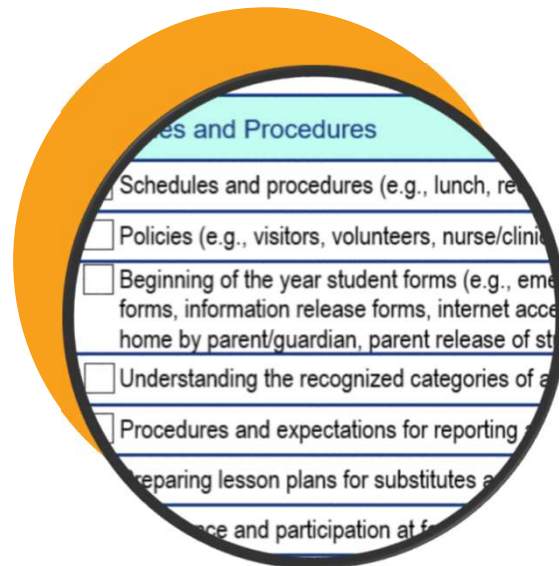
- “These administrative modules could be so **impactful for new special education directors or leaders**, and even for, you know, principals in general, like, how do we **partner** with the principal group to provide some smaller opportunities for them?”
- “I think the other thing is it allowed the mentee and the mentor to take in realize that there was a **safe place to kind of vent** some things”



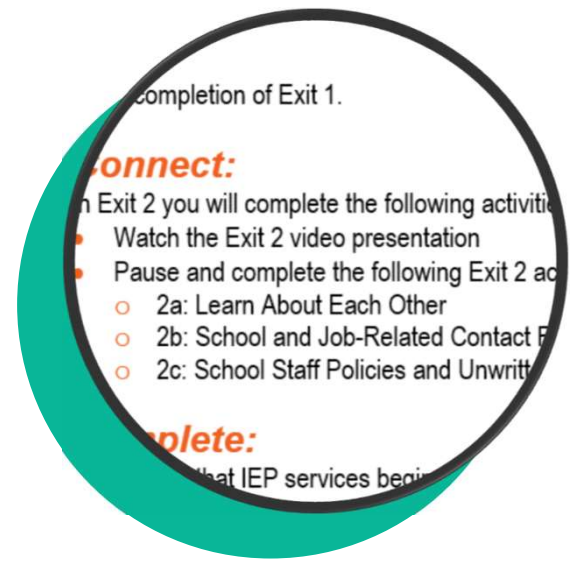
Increased Communication



Structured, focused conversations



Depth and breadth of content



Action oriented outcomes



What did they say?

Administrator

- “...it kind of made you slow up and have those intentional conversations.... I appreciated the **intentionality of the process** so that we were having some really **thought-provoking conversations.**”
- “I heard **really rich conversations** between our mentor and mentee, and it was just **well planned out** when they were having those, not that they wouldn't have had them, but it was just more structured.”

Mentors

- “being a mentor can be tricky when you're also a colleague that you're not stepping on that person's toes. So I think the program **allowed for those things to happen** and it didn't become, you know, well, she's telling me this.”



National and State Resources

- **Nebraska Department of Education Shortage Survey**
 - **Office of Special Education Programs (OSEP) and grantees**
 - **IRIS Center**
 - **US Department of Education**
 - **Council for Exceptional Children (CEC)**
 - **Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR) Center at the University of Florida**
 - **Learning Policy Institute (LPI)**
 - **Nebraska Department of Education Special Education**
 - **National Implementation Research Network (NIRN)**
 - **University of Nebraska Lincoln (UNL)**
-and many more



What did they say?

Administrators

- “As an individual just digging into the ropes of my own leadership in the district it was very insightful as to all the things districts **can do to help support all staff, not just SPED**”
- “this is really great review of our **special education and IEP processes** and has prompted me to meet with my team on some gaps in our teacher process”
- “I thought it was so relevant and so applicable especially in this current climate, where people are leaving and we don't have very many applicants to choose from...I could really really see this being useful with maybe a person that you hire just to get the job filled that maybe doesn't have experience or maybe you're a little worried about, because this **hit on the topics that maybe you wouldn't have thought of touching on.**”
- **I wasn't in it alone**...other people that had developed this program spent time putting thought into resources that would be beneficial So I knew I could **trust em'** to take and say, “Okay, this is a place where I can go get this resource

Mentors

- “I think one of the first things was the **high level practices**. It's always good when you've been in teaching for a while to have a chance to review those. So for me personally, to go over those high level practices for myself was awesome, even though I was helping my mentee. That was very beneficial to me”
- “with the **high level practices being interweaved throughout** the whole thing it really makes you stop and think what you're doing too, on a daily basis. Some of the goals we set for reaching out to parents as a resource to be working with their student and just updating them on goals. I think that that was very beneficial.”



Mentor Teacher Leadership

- Sharing Expertise
- Supporting New Teachers
- Leading the Team
- Leaders In Collaboration



What did they say?

Administrators

- “ think the other thing is that as leaders, we're also trying to constantly provide **opportunities and grow confidence and skills** in the instructional leaders within our district or districts, and so this maybe gave an opportunity for somebody who we see as having those skill sets, but maybe haven't always taken that step forward...”

Mentors

- The most surprising think I learned was **how much information** we have to share with a new staff member
- *The structured program kind of gave a third-party thing, that really helped **alleviate pressure on me as a mentor**. Being a mentor can be tricky when you're also a colleague. You don't want to step on another person's toes. So I think the program allowed for mentorship to happen and it didn't become, well, “she's telling me this”.*





**Collaboration
Opportunities**

- Partnerships
- Marketing and Outreach
- Input and Teaming



Implementation Partnerships-

Join our mission!

- Administrative Leadership Academy and/or Induction and Mentoring Program
- Implement at the ESU level
- Work with the Get SET Project Manager regarding adjustments and best practice
- Minimal data collection to identify best sustainability model



24-25 Statewide Release

May/June 2024

100% Online-Complete the program on YOUR schedule

- Open to all districts or schools in the state
- Direct Program Manager support to teams
- Connections, if desired, from ESU Sped Departments and schools

Email Pbrezenski@esu13.org to get on the informational list



Program Sustainability Team Members

Get SET Nebraska has demonstrated clear benefits to administrators and teachers. Our goal now is to identify a feasible approach to sustained Get SET implementation.

The Get SET sustainability team will provide critical content expertise on the educational policy, systems, and infrastructure impacting long-term implementation of Get SET.

Commitment:

- August 2024-January 2026
- Quarterly Meetings
- Online Meetings

Join Today:

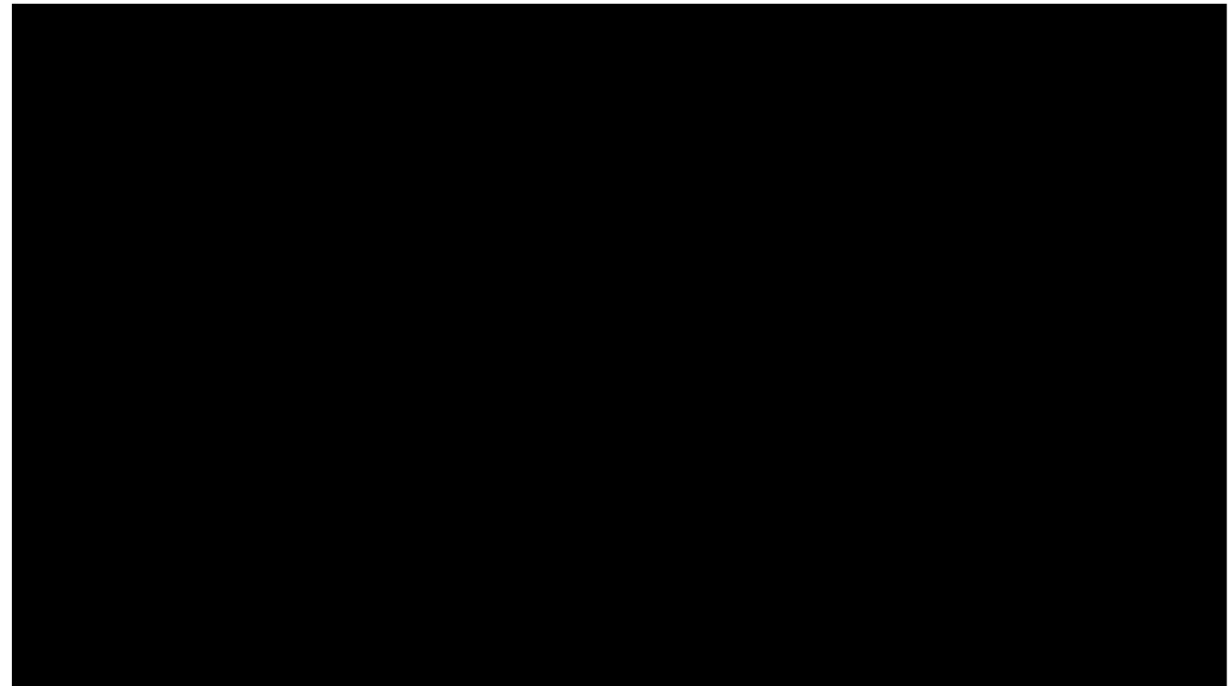
Apply by June 1st, 2024

<https://forms.gle/Zhrp46q236oWm9WH8>



Jordyn Hubbard

Special Education Administrator
Grand Island Public Schools





Nebraska

Interested in Learning More?

- Get SET Nebraska Flyer
- Get SET Nebraska Website
 - Blogs
- Twitter @getsetnebraska
- Contact Program Manager

Pamela Brezenski

Pbrezenski@esu13.org

**More
Information**



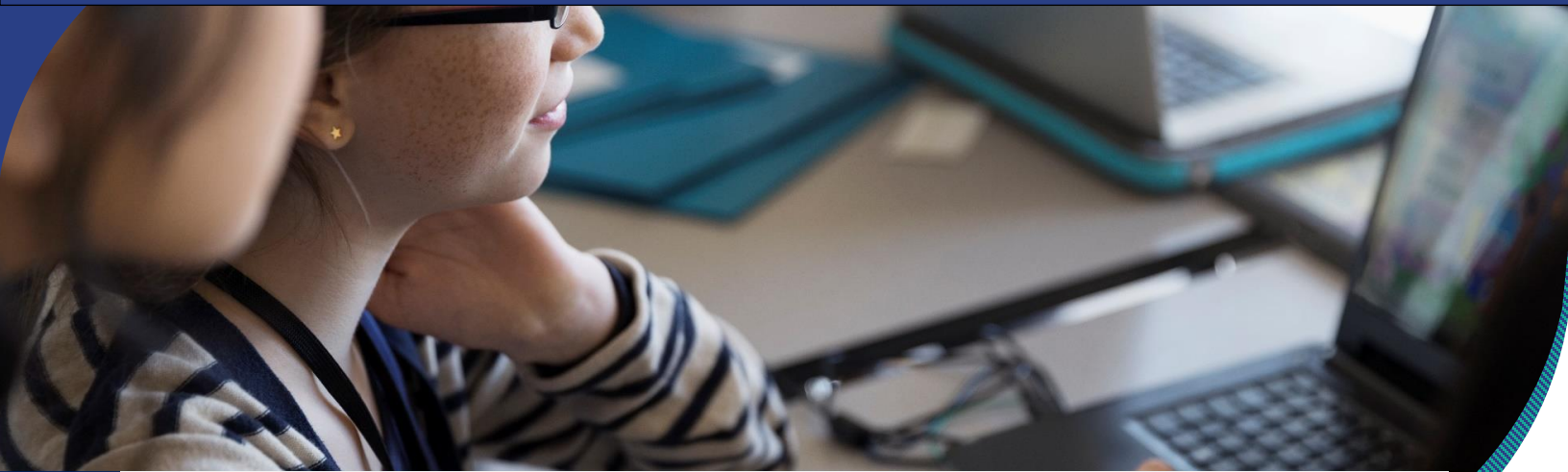
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Get SET Nebraska: Benefits to Nebraska Schools

Get SET Nebraska

Get SET Nebraska is an NDE grant initiative funded by the Office of Special Education Programs, OSEP. Our goal is to increase retention of early career Nebraska special education teachers. State project partners include Educational Service Unit 13 and The University of Nebraska-Lincoln's Nebraska Center for Research on Children, Youth, Families, and Schools (CYFS). Early data is available from our 2022-2023 pilot program. The pilot consisted of four district teams. The 2022-2023 pilot participants noted the following benefits:

- Collaboration
- Communication
- Evidence Based Practices
- Program Structures
- Mentor Teacher Leadership



Collaboration

Team member collaboration and support increased for all team members. Positive benefits include:

- Building of purposeful, productive relationships
- Development of school-wide relationships and comfort level of new teachers
- Establishment of safe, comfortable environments to share views



Communication

Participants noted significant benefits related to intentionality and depth of communication. Positive benefits include:

- Engagement in productive, in-depth conversations
- Guided conversations with intentional content
- Increased depth and breadth of conversations; above surface level communication

"It helped with just being purposeful about building those relationships with new teachers. Instead of just the random dialogue you might share..."

-Mentor

Evidenced Based Practices

Get SET Nebraska program is an evidenced based induction and mentoring program. The Get SET team created an organized framework administrators could “trust” and easily implement. The use of CEEDAR Center High Leverage Practices (HLP) in special education and multiple resources were noted as benefits.

An Individual Learning Plan (ILP) process assists teams in goal setting and individualized professional development. CEEDAR Center HLP tools assist teams in setting goals. Teams then use the GET SET HLP training matrix to identify specific state and national trainings supporting goals.

The program structure was created using research from the NDE, UNL CYFS, OSEP, CEEDAR Center, CEC and other national organizations. Administrators can implement the program knowing it follows state and federal processes and policies.



Program Structures

Pilot participants appreciated the structure of the Get SET Nebraska program. Several participants shared Get SET introduced important conversations. The clear structure and supports allowed teams to discuss necessary policy and procedure elements. Clear structure led to purposeful support and learning for all involved.



Mentor Teacher Leadership

Throughout the process, mentors shared knowledge they gained throughout their careers. Mentors lead new special education teachers through the Get SET Nebraska process. Participating administrators noted growth in leadership as an additional benefit. Mentors expressed increasing self-efficacy through sharing of information and realizing they had so much to share.

"I actually used several of the videos to send it out to all the teachers in our school, not just the SPED teachers. I got a lot of good feedback from the reminders about how to work together to make students successful."

- Mentor

SRS Staff Report

March, 2024

The two new forms, Consent for Outside Agency Involvement and Invitation to Meeting, have been reviewed by KSB School Law and we are processing the feedback from them. We plan to release the forms during March, 2024

The project to update the database and software environment continues. We are only upgrading the building blocks of the software to their current versions to ensure security and our ability to maintain and update the system into the future. As such, we don't expect breaking changes or disruption to users of the system when the changes roll out. During the spring, it will be released on our staging servers for key user testing and with successful testing the updated version will roll out in early July, 2024.

The SRS team has invited member districts to meet via Zoom with us to discuss the system and collect feedback on its features and their future needs. These meetings have been positive and will provide information to our advisory team to identify and prioritize enhancements to the system.

After review of the budget and projected costs, we recommend a 5% increase in the pricing tiers for SRS member districts. That item is brought to you for action at today's meeting.