

**SO MUCH TO TRAIN...**

Presented by  
Kathy Minard,  
Director of Special Services for  
Coolidge Unified School District

---

---

---

---

---

---

---

---

**SO LITTLE TIME AND MONEY**



A composite image featuring an analog clock on the left and a cluster of green dollar signs with a jagged, explosive background on the right. A small URL 'www.dututor.com 858-4800' is visible at the bottom of the dollar sign graphic.

---

---

---

---

---

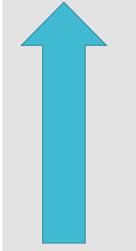
---

---

---

**SO MUCH HIGHER STAFF RETENTION**

86.3% Sped. Staff Retention for  
Past Three Years



A large, solid blue arrow pointing upwards, positioned to the right of the text.

---

---

---

---

---

---

---

---

**START WITH ALL SPED. STAFF USER FRIENDLY NEEDS ASSESSMENT**

**Special Education Staff Survey**

Please indicate your response to the question below, with a score of 1 being the highest score and a score of 5 being the lowest score.

Statement	1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree
1. I do very confidently with my current knowledge on the topic of <b>all</b> special education services and current knowledge on the topic of <b>all</b> disabilities.					
2. I would like to have more additional special education information on my topic.					
3. I do very confidently with my current knowledge of special policies and procedures, including policy collection, re-evaluation and transportation.					
4. The knowledge I received early on in my program, including I use on a daily basis is <b>adequate</b> .					

6. Please name one **topic** that you would find especially beneficial to you to do your job?

7. Please name one **topic** that makes it unnecessarily challenging to you to do your job?

8. Please name one **topic** that you would like to address in a dept. meeting OR on a PD Friday?

9. What would you change about your position, if you could?

10. Additional Comments:

---

---

---

---

---

---

---

---

---

---

---

---

**PARTNER UP WITH...**

- ADE MONITORING FEEDBACK
- CURRICULUM DEPT.
- GENERAL ED RESOURCES




---

---

---

---

---

---

---

---

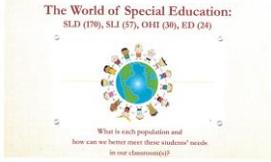
---

---

---

---

**ONE EXAMPLE OF PARTNERING UP WITH GENERAL EDUCATION**




---

---

---

---

---

---

---

---

---

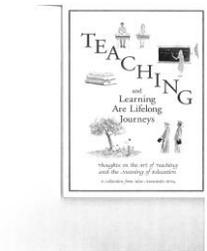
---

---

---



- 1. Agenda For Every Meeting
- 2. Inspirational Quote on Every Agenda




---

---

---

---

---

---

---

---

---

---

- 1. Monthly
- 2. Site Based
- 3. Principals' Attendance is Mandatory

CUSD #61 SPECIAL SERVICES SITE  
DEPARTMENT MEETINGS

MONTHLY MEETING	2014-15 School Year											
	Aug	Sept	October	Nov	Dec	Jan	Feb	March	April	May	June	July
Administrative	8/23	8/28	9/8	9/28	9/21	9/21	9/21	9/21	9/21	9/21	9/21	9/21
Instructional	9/15	9/15	9/24	9/28	9/28	9/28	9/28	9/28	9/28	9/28	9/28	9/28
Operations	10/27	10/20	10/24	10/23	10/23	10/23	10/23	10/23	10/23	10/23	10/23	10/23
Professional Development	11/24	11/17	11/21	11/20	11/13	11/20	11/20	11/20	11/20	11/20	11/20	11/20
Community	10/28	10/15	10/15	10/18	10/11	10/11	10/11	10/11	10/11	10/11	10/11	10/11
Finance	1/28	1/18	1/28	1/28	1/28	1/28	1/28	1/28	1/28	1/28	1/28	1/28
Legal	1/23	1/18	1/27	1/18	1/26	1/18	1/18	1/18	1/18	1/18	1/18	1/18
Health	no	no	no	no	no	no	no	no	no	no	no	no
2014-15 Year	4/20	4/20	4/17	4/9	4/2	4/9	4/2	4/9	4/2	4/9	4/2	4/2
2015-16 Year	5/25	5/18	5/18	5/14	5/21	5/21	5/14	5/21	5/14	5/21	5/14	5/21

---

---

---

---

---

---

---

---

---

---

**PD**

**RESOURCES...**

*THAT HAVE WORKED FOR ME...*

---

---

---

---

---

---

---

---

---

---









**CELEBRATIONS...**

*That Have Worked For Me...*

---

---

---

---

---

---

---

---

**CELEBRATION  
RETAINS  
SPED. STAFF**

**EDUTOPIA**  
School Leadership,  
August 11, 2016  
"School Leaders: 6 Strategies for  
Retaining New Teachers"

1. Create a New Teacher Retention Plan
2. Celebrate
3. Plan for On-Boarding and Include Social Bonding in On-Boarding
4. Schedule Regular Check-ins
5. Provide Coaching
6. Bring New Teachers Together




---

---

---

---

---

---

---

---

**"GOTCHA  
MAKING A  
DIFFERENCE"**

CUSD #21  
SPECIAL SERVICES



**Gotcha**  
Makin' A Difference!

Name of Nominee: \_\_\_\_\_  
Position and Site: \_\_\_\_\_  
Above and Beyond Action(s) to be Recognized, with specific example and details:  
\_\_\_\_\_  
\_\_\_\_\_

Nominator(s): \_\_\_\_\_ Date: \_\_\_\_\_




---

---

---

---

---

---

---

---

Your School Board is Your Friend...



---

---

---

---

---

---

---

---

REFRESHMENTS



---

---

---

---

---

---

---

---

SHINY PENNY OF CHANGE, AKA YOU!



---

---

---

---

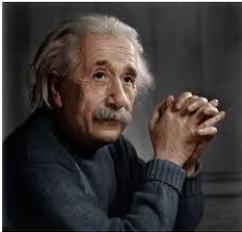
---

---

---

---

YOUR  
Great  
Ideas?



---

---

---

---

---

---

---

---

QUESTIONS?



---

---

---

---

---

---

---

---

THANK  
YOU

- Katherine Minard, Director of Special Services for Coolidge Unified School District
- [katherine.minard@coolidgeschools.org](mailto:katherine.minard@coolidgeschools.org)
- 450 N. Arizona Blvd., Coolidge, AZ 85128
- 520-723-2065



---

---

---

---

---

---

---

---