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**[princi\_elem] Upcoming SSD changes**

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**Sender :** princi\_elem <princi\_elem-bounces@4j.lane.edu>**Subject :** [princi\_elem] Upcoming SSD changes**To :** princi elem <princi\_elem@4j.lane.edu>, princi high  
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Hello fellow administrators - I know you are all super busy but I wanted to keep you posted on some changes that will be happening in SSD this coming year due to both staffing shortages and just overall changes that need to be made to improve our system of support for our schools.

1) Nursing: We are very short on nursing staff so our existing nurses will be picking up another school or 2 in many cases so they will be spread thin. Contract nurses are also in short supply so we have to figure out how to manage our health rooms in a different way. We are attempting to hire, but in the meantime, here are ways in which you can help:

- \* When students come to the office with basic needs - a cut, a need for a band-aid, frozen paper towel...we need for the front office or other personnel to help these students and get them back to class. There is a basic protocol for these types of injuries and we are happy to train all personnel so they are able to help. Nurses that come into a building from another building and have a line of kids for minor issues only creates a backlog of things that need to be done.

- \* All administrators need to be delegated to engage in diabetic care. As the leader of the building, you should be trained in all aspects of care for students with varying needs. You are always the point person in an emergency of any kind and health care is no different. You also need to identify people in buildings that can be delegated. I know we are all short staffed, but not having someone delegated is not an option - nurses get sick, get called away etc. and there needs to be a plan in the building. We are doing our best to cover it all, but nurses can't be in 5 places at once. You should work with your nurses to get this delegation scheduled.

- \* Nurses will not be able to make daily calls for every sick kid to walk through the basic Covid screening questions. The nurses have a simple form they will share with your front office people so they can walk through the screening. Once screened they can scan to the nurse for any follow up calls that are needed to help with next steps.

2) EA's: As you all know we are super short on EA coverage. Some of you are in the process of hiring so please note that after this round we are not going to have you post for vacancies. SSD now has an EA pool we have set up and we will start hiring and placing as applicants come in. We have several programs with very high needs students (Life Skills and Fox Hollow for example) and we need to get coverage for these places ASAP. Once we have a few days

of school under our belt, we will be pulling case load numbers and start looking to see if we can pull existing EA's to help support programs that have huge gaps - some buildings have no EA's. I know this isn't ideal due to schedules that have been made, but until I have numbers I find myself moving people multiple times and that is causing more chaos and frustration for everyone involved. We have people quitting daily and it is impossible to keep up. October will probably bring a new wave of resignations so please be patient as we figure all of this out.

3) SSD Admin Team: Although we are fully staffed, we have some holes we are having to fill and we will need to cover things that we have not had to cover in the past. There is absolutely no way that the admin team can make every IEP meeting that may or may not end up being contentious in nature this year. Due to our obligations, we will need building level support for our sped team. We are happy to help walk through scenarios when brought to us in advance so that we can trouble shoot or problem solve so as to support upcoming difficult meetings, but being at every meeting will not be an option at this point. We are here to support in many ways so reach out when you need to walk through things, but please limit inviting one of them to an IEP meeting unless legal representation is present. When in doubt, call your SSD admin and ask them what they think - we will share the same with our sped staff.

4) Autism Consultants: We are down to 2.5 consultants at this point. The .5 consultant will be helping out an unlicensed sped teacher in Life Skills this year so we are really down to 2 and we are needing to look at a different way to utilize their support in buildings. Seth will be meeting with them to discuss how this may look and we will circle back soon.

5) Behavior Consultants: We are down in numbers here as well. We have moved our 5 consultants into a regional model to help support buildings. On top of supporting buildings, they also provide a great deal of PD, do MANDT training and plan a great deal of PD and lessons for our staff to use. For this year they will focus on helping support each building create a plan on how to handle FBA's/BSP's, as well as work with the special ed staff on ways to support students in that Tier III level that won't involve them being listed on a students IEP. As this team starts to build capacity in the buildings, their focus will shift to supporting more of our district-wide initiatives and providing buildings with higher level systems that support staff and students alike. Our goal this year will be to support buildings with climate and culture and assess the needs in each building so we are able to provide support in ways that help our buildings get to the desired outcomes they are looking for.

6) Collaboration Facilitators (CF's): As a positive, we have brought on CF's to help support our inclusion work. They should be in touch with all of you regarding their role and how they can help support your building this year.

7) CMA Upcoming Support: There may be some changes to our CMA structure but we will keep you posted as those changes unfold.

8) SLP's reassigned: Our SLP's have a schedule as of now, but with numbers growing at EOA and K-5 Connect please be aware that they may need to shuffle their assignments around a bit. I am sure the SLP in your school will let you know of the changes as they occur.

I know this is a lot, but there are a lot of changes happening in SSD due to staffing shortages and system level work that needs to be done so I wanted to make sure that I kept you abreast of the changes so that nothing comes as a surprise. Please reach out if you have any questions. I do not know what the EA movement will look like as of now, so please hold off asking that question and we will reach out to you as things unfold.

Thank you all for your continued support of our students and families.

Have a great start to the year-  
SSD Admin Team

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