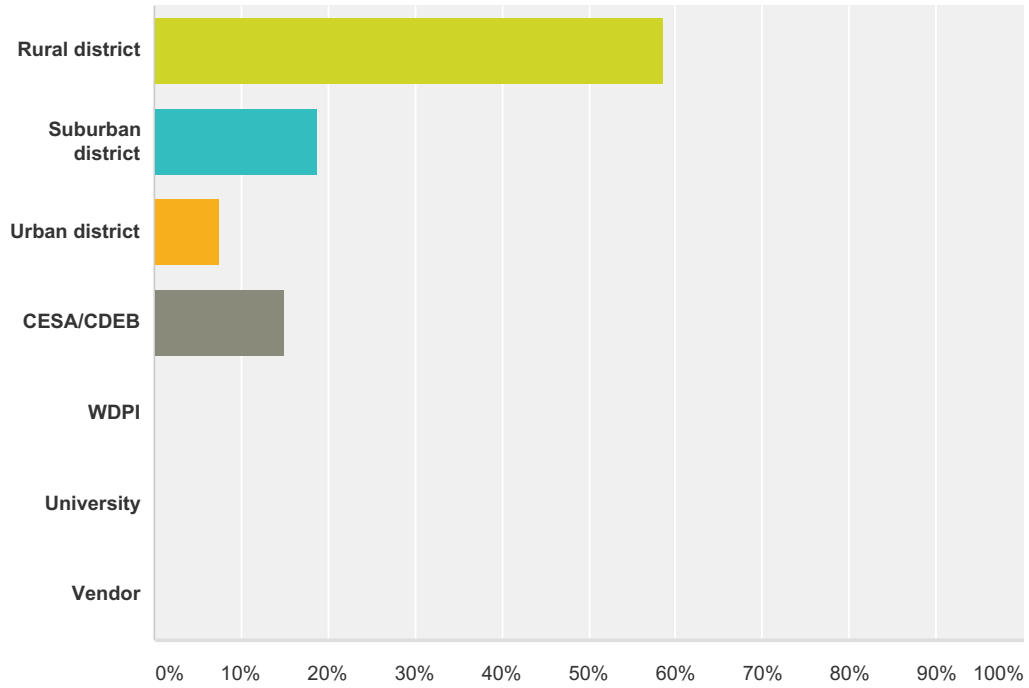


Q1 District/organization where employed

Answered: 133 Skipped: 2

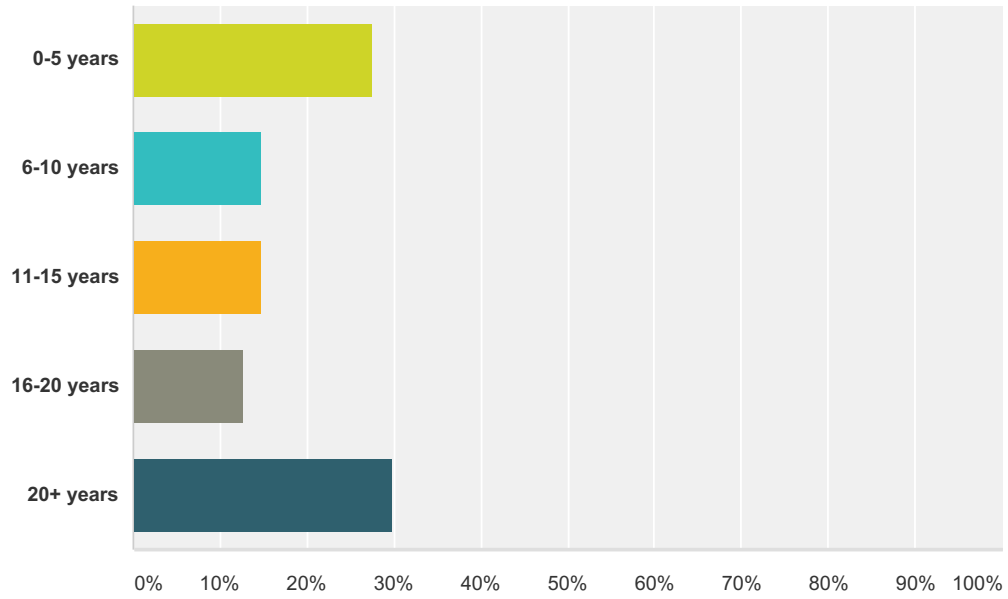


Answer Choices	Responses
Rural district	58.65% 78
Suburban district	18.80% 25
Urban district	7.52% 10
CESA/CDEB	15.04% 20
WDPI	0.00% 0
University	0.00% 0
Vendor	0.00% 0
Total	133

#	Other (please specify)	Date
1	Small city -- 13,000	12/11/2014 5:24 PM
2	urban/suburban	12/11/2014 3:31 PM

Q2 Years of experience

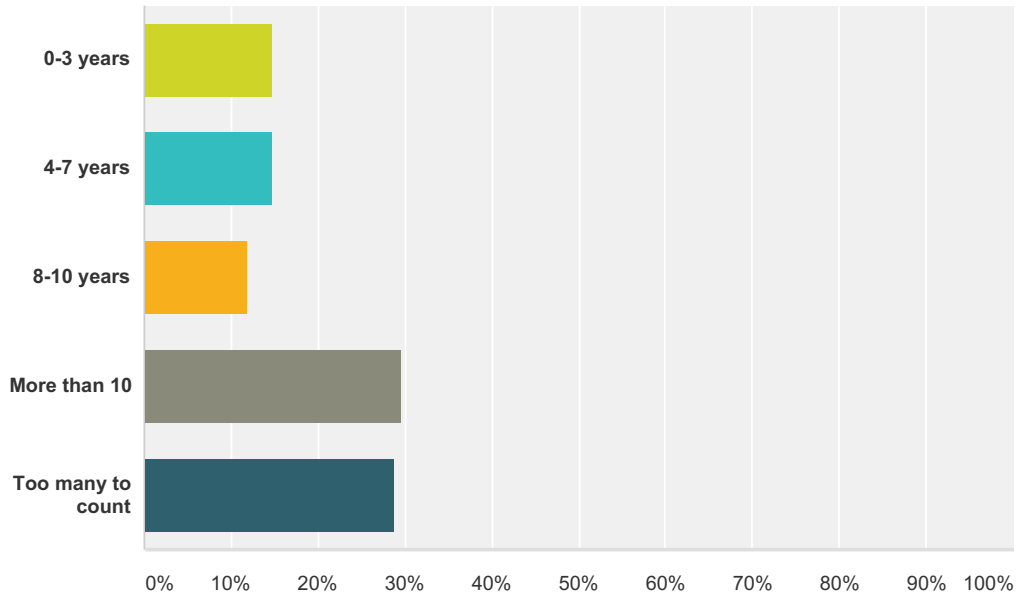
Answered: 134 Skipped: 1



Answer Choices	Responses
0-5 years	27.61% 37
6-10 years	14.93% 20
11-15 years	14.93% 20
16-20 years	12.69% 17
20+ years	29.85% 40
Total	134

Q3 Anticipated years until retirement

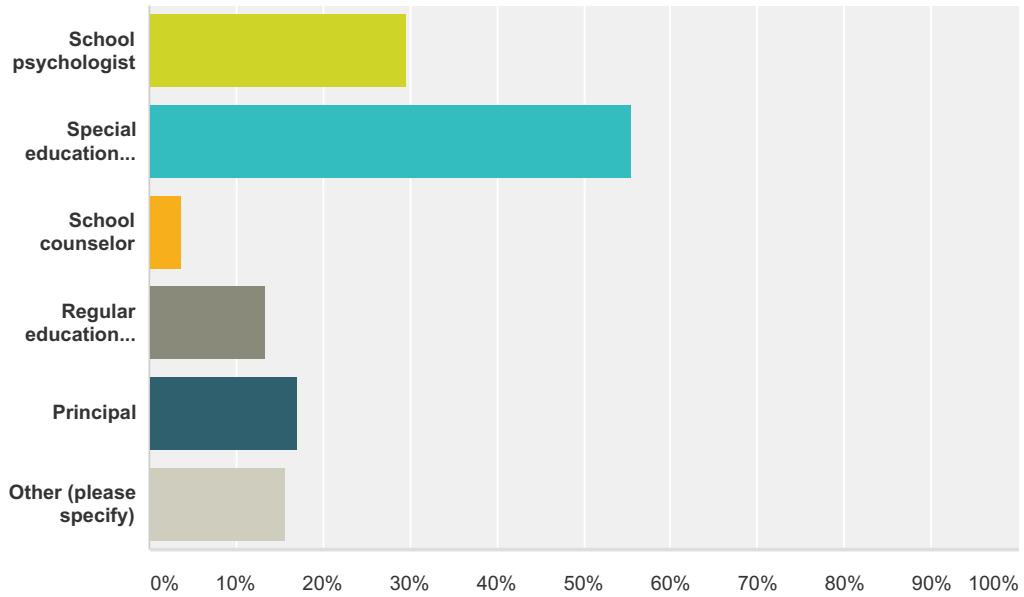
Answered: 135 Skipped: 0



Answer Choices	Responses
0-3 years	14.81% 20
4-7 years	14.81% 20
8-10 years	11.85% 16
More than 10	29.63% 40
Too many to count	28.89% 39
Total	135

Q4 Previous experience

Answered: 135 Skipped: 0



Answer Choices	Responses
School psychologist	29.63% 40
Special education teacher	55.56% 75
School counselor	3.70% 5
Regular education teacher	13.33% 18
Principal	17.04% 23
Other (please specify)	15.56% 21
Total Respondents: 135	

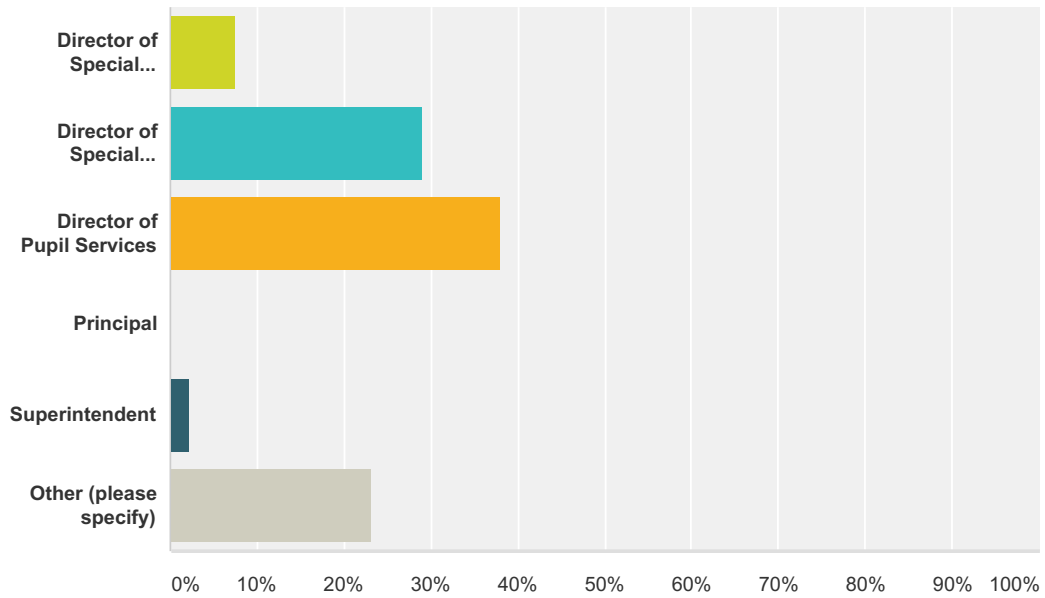
#	Other (please specify)	Date
1	Speech/Language Pathologist	12/23/2014 9:39 AM
2	Speech Language Pathologist	12/19/2014 6:16 PM
3	Assistant Principal	12/15/2014 2:01 PM
4	OT, Autism consultant, Teacher of the Blind and Visually Impaired	12/15/2014 1:22 PM
5	Program Support Teacher	12/13/2014 9:22 AM
6	CESA Assistant Director of Special Education	12/12/2014 5:28 PM
7	Director of Special Education and Pupil Services	12/12/2014 3:24 PM
8	Student Services Director	12/12/2014 2:08 PM
9	still a special education teacher	12/12/2014 11:12 AM
10	school social work	12/12/2014 9:35 AM

WCASS Membership Survey 2014

11	District Assessment Coordinator	12/12/2014 8:19 AM
12	Program support, coordinator	12/12/2014 6:59 AM
13	Director of Curriculum, Assessment & Instruction	12/11/2014 11:48 PM
14	Program Support Teacher	12/11/2014 8:41 PM
15	Speech/Language Pathologist	12/11/2014 7:47 PM
16	SLP	12/11/2014 5:59 PM
17	SLP, University Professor	12/11/2014 5:48 PM
18	Social Worker	12/11/2014 5:26 PM
19	Director of Curriculum	12/11/2014 4:15 PM
20	SLP, Program Manager	12/11/2014 3:44 PM
21	Speech Pathologist	12/11/2014 3:29 PM

Q5 Responsibility/title of current assignment

Answered: 134 Skipped: 1



Answer Choices	Responses
Director of Special Services	7.46% 10
Director of Special Education	29.10% 39
Director of Pupil Services	38.06% 51
Principal	0.00% 0
Superintendent	2.24% 3
Other (please specify)	23.13% 31
Total	134

#	Other (please specify)	Date
1	Dir. of Pupil Services and M.S. Principal	12/29/2014 8:50 AM
2	Director or Pupil Services and Special Education	12/19/2014 6:16 PM
3	Pupil Services and Special Education Designee	12/17/2014 1:17 PM
4	Asst, Director of Special Education	12/15/2014 1:22 PM
5	Director of Pupil Services and Special Education	12/15/2014 1:05 PM
6	Director of Pupil Service, District Assessment and Evaluation Coordinator	12/15/2014 11:23 AM
7	RSN Director	12/12/2014 2:08 PM
8	Special Education/Pupil Services	12/12/2014 12:43 PM
9	Director of Special Education in one district and Director of Autism, AT, and Transition at CESA	12/12/2014 12:33 PM

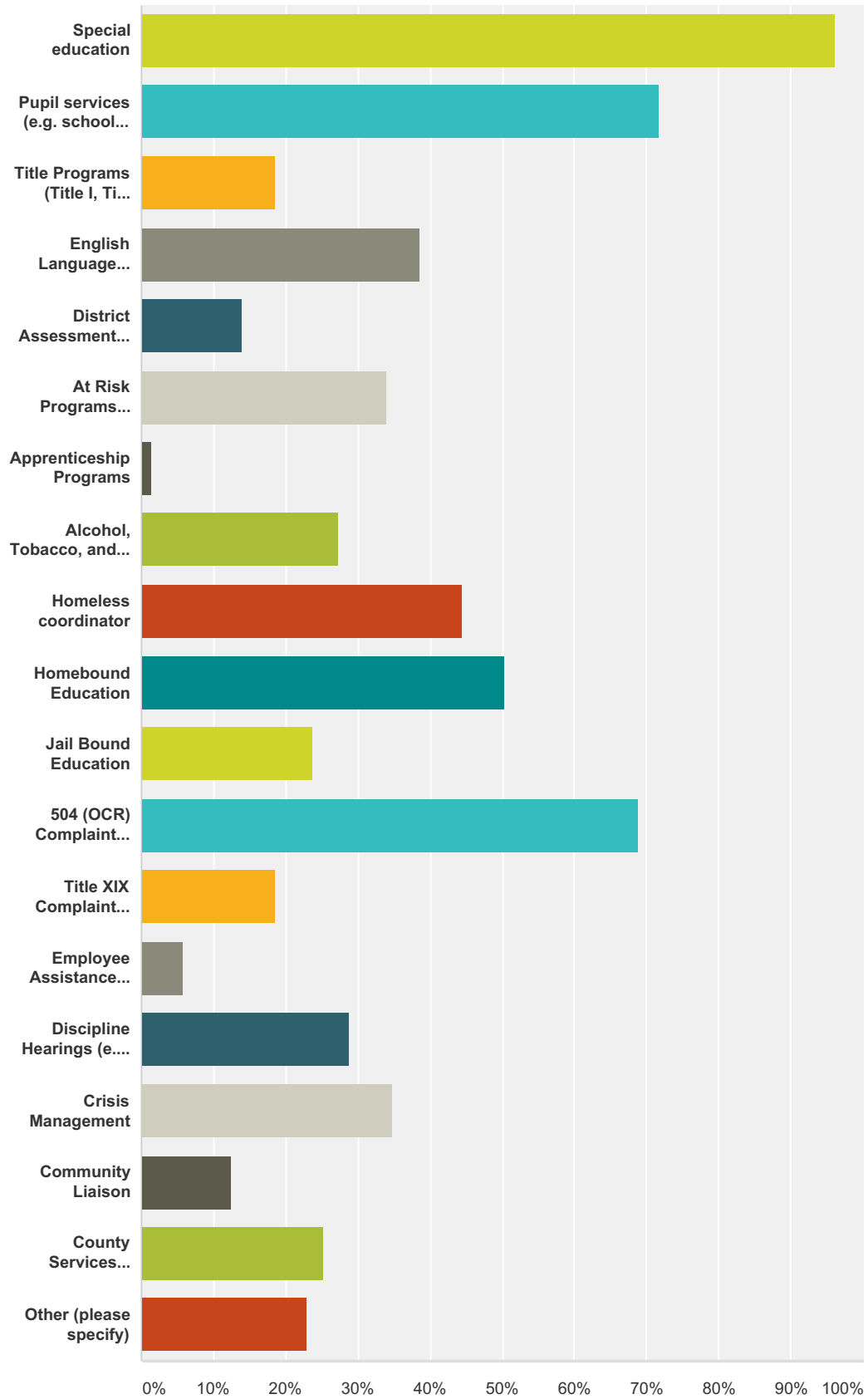
WCASS Membership Survey 2014

10	intervention specialist	12/12/2014 12:05 PM
11	RSN and Assistant Director of Special Education	12/12/2014 11:45 AM
12	Dir of Spec Ed and Pupil Services	12/12/2014 11:42 AM
13	School Psychologist	12/12/2014 11:39 AM
14	special education teacher	12/12/2014 11:12 AM
15	Special Education Director of Learning	12/12/2014 11:06 AM
16	Principal-Elementary	12/12/2014 10:45 AM
17	Educator Effectiveness Lead	12/12/2014 9:40 AM
18	Director of Special Ed and Pupil Services	12/12/2014 8:41 AM
19	Middle School Principal & Director of PS	12/12/2014 8:36 AM
20	Director of Learning for Special Education 6-8	12/12/2014 7:58 AM
21	Special Education Teacher	12/12/2014 7:49 AM
22	Director of Student Services	12/11/2014 11:48 PM
23	RSN	12/11/2014 7:07 PM
24	Director of Special Ed and Pupil Services	12/11/2014 5:48 PM
25	Director of Sp. Ed./Instruction	12/11/2014 5:26 PM
26	Director of Special Education and Pupil Services	12/11/2014 4:24 PM
27	Director of Student Services/School Psychologist	12/11/2014 3:49 PM
28	Director of Special Education and School Psychologist	12/11/2014 3:33 PM
29	Assistant Superintendent	12/11/2014 3:31 PM
30	School Psychologist	12/11/2014 3:26 PM
31	Assistant Pupil Services Director	12/11/2014 3:26 PM

Q6 Job responsibilities of current assignment (choose all that apply)

Answered: 135 Skipped: 0

WCASS Membership Survey 2014



Answer Choices	Responses
Special education	96.30% 130

WCASS Membership Survey 2014

Pupil services (e.g. school psychologists, counselors, etc.)	71.85%	97
Title Programs (Title I, Title II, etc.)	18.52%	25
English Language Learners	38.52%	52
District Assessment Coordinator (DAC)	14.07%	19
At Risk Programs (HSED/GEDO/GED)	34.07%	46
Apprenticeship Programs	1.48%	2
Alcohol, Tobacco, and Other Drugs Programs	27.41%	37
Homeless coordinator	44.44%	60
Homebound Education	50.37%	68
Jail Bound Education	23.70%	32
504 (OCR) Complaint Officer	68.89%	93
Title XIX Complaint Officer	18.52%	25
Employee Assistance Program	5.93%	8
Discipline Hearings (e.g. Expulsion Coordinator/Officer)	28.89%	39
Crisis Management	34.81%	47
Community Liaison	12.59%	17
County Services Liaison	25.19%	34
Other (please specify)	22.96%	31
Total Respondents: 135		

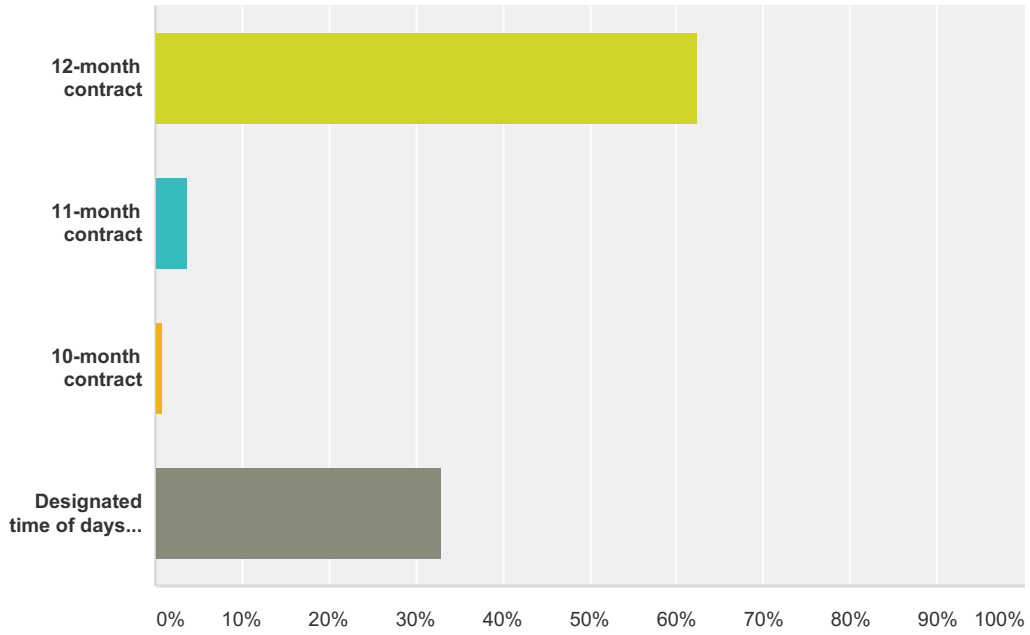
#	Other (please specify)	Date
1	School Psychologist	12/15/2014 7:57 PM
2	Elementary Principal for small building w/ spec ed	12/15/2014 3:12 PM
3	grant writer, supervise OT/PT dept, PLC initiative	12/15/2014 1:22 PM
4	Educator Effectiveness Coordinator	12/15/2014 11:23 AM
5	Rtl Coordinator	12/15/2014 8:48 AM
6	Open Enrollment Coordinator, Ch. 220 Coordinator, Residency, Nurses, Student/Family Assistance Program Coordinator, NVCI Instructor	12/13/2014 9:22 AM
7	CESA based PST, Educator Effectiveness	12/12/2014 12:33 PM
8	Open Enrollment, Policy Work, Summer School Coordinator, PBIS Coordination	12/12/2014 11:57 AM
9	Transportation, Rtl, Nursing	12/12/2014 11:42 AM
10	Support Special Education, School Psychs, Program Support Teachers	12/12/2014 11:39 AM
11	School Psychologist	12/12/2014 8:19 AM
12	District Rtl Coordinator	12/12/2014 8:12 AM
13	Educator Effectiveness, Coaching, PD, Supervision and Evaluation of Special Education Teaching and Para-Professional Staff 6-8, Curriculum Development, etc.	12/12/2014 7:58 AM

WCASS Membership Survey 2014

14	Special Education Teacher	12/12/2014 7:49 AM
15	School Health Services	12/11/2014 11:48 PM
16	Transition councils (Birth to 3/EC and HS/Post Secondary), Wrap around councils, County committee rep	12/11/2014 8:34 PM
17	educator effectiveness	12/11/2014 7:07 PM
18	Harassment Coord., Staff Devo coordination, EE coordination	12/11/2014 6:51 PM
19	School psychologist 1/2 time	12/11/2014 6:38 PM
20	Still doing a lot of School Psychologist and DAC duties though informally	12/11/2014 6:10 PM
21	school psychologist	12/11/2014 6:06 PM
22	Health Services/Nursing	12/11/2014 5:48 PM
23	Instructional Services	12/11/2014 5:26 PM
24	District PBIS	12/11/2014 5:18 PM
25	4K coordinator	12/11/2014 4:58 PM
26	Psychologist	12/11/2014 3:55 PM
27	Overseeing implementation of RtI (which includes coordination and interpretation of student data)	12/11/2014 3:49 PM
28	Contract negotiations with support staff	12/11/2014 3:42 PM
29	board policy	12/11/2014 3:31 PM
30	RtI Facilitator	12/11/2014 3:28 PM
31	CESA 6 EPIC for teacher effectiveness	12/11/2014 3:26 PM

Q7 Length of contract

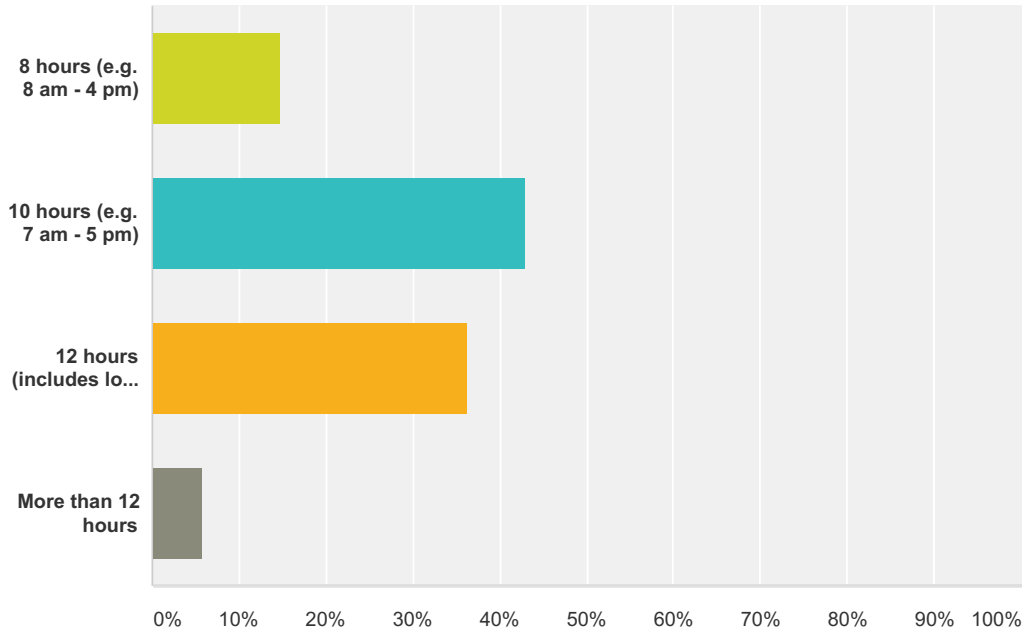
Answered: 133 Skipped: 2



Answer Choices	Responses
12-month contract	62.41% 83
11-month contract	3.76% 5
10-month contract	0.75% 1
Designated time of days (e.g. 210, 220, etc.)	33.08% 44
Total	133

Q8 Length of your typical work day

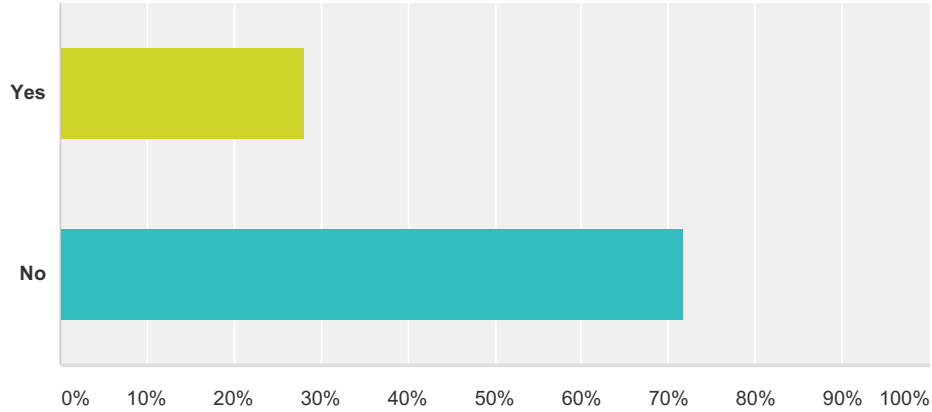
Answered: 135 Skipped: 0



Answer Choices	Responses	Count
8 hours (e.g. 8 am - 4 pm)	14.81%	20
10 hours (e.g. 7 am - 5 pm)	42.96%	58
12 hours (includes long days, night meetings, work from home)	36.30%	49
More than 12 hours	5.93%	8
Total		135

Q9 If you have vacation days, are you able to exhaust all of allotment of vacation days before the start of a new contract year?

Answered: 110 Skipped: 25



Answer Choices	Responses	
Yes	28.18%	31
No	71.82%	79
Total		110

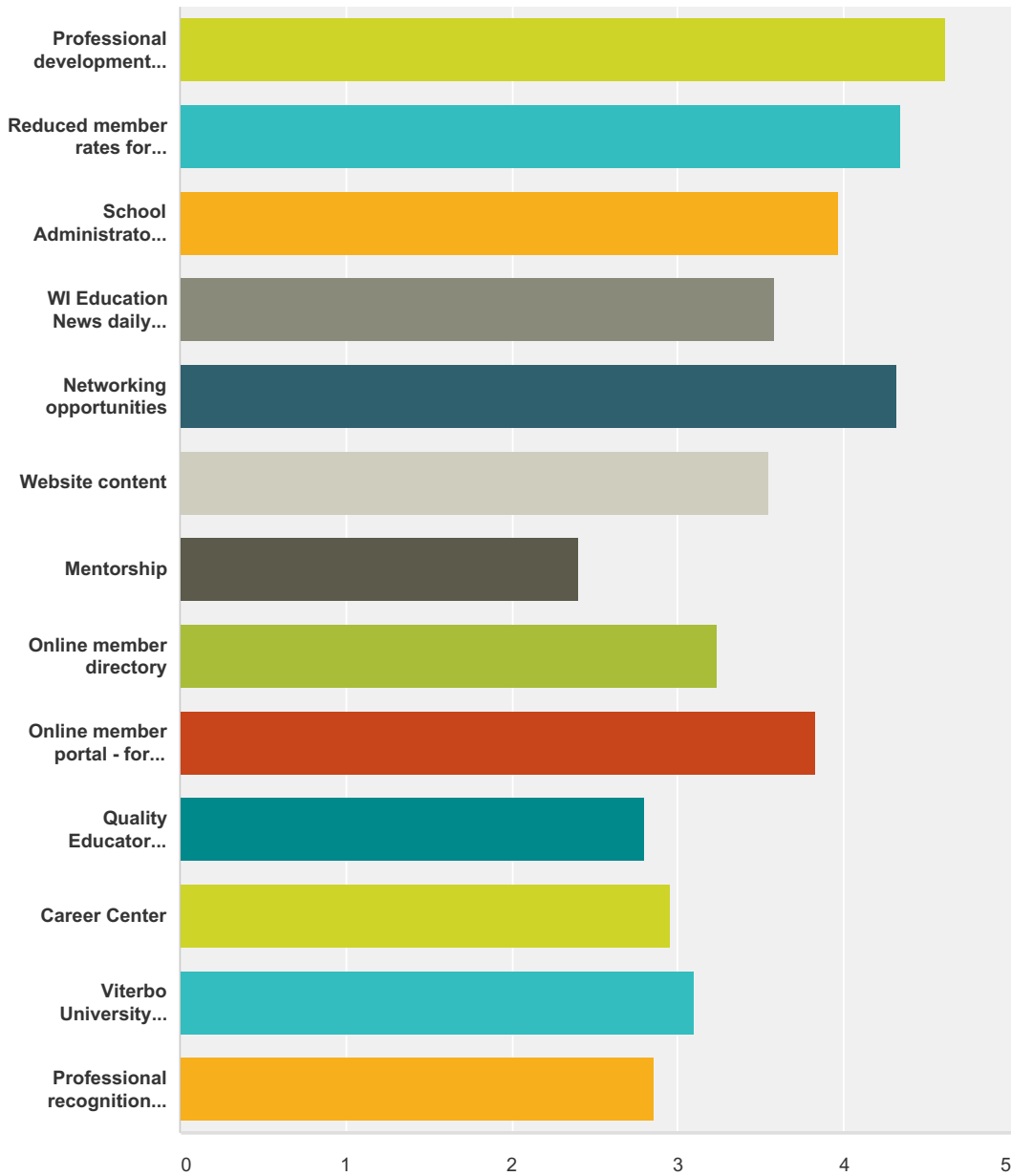
#	Comments	Date
1	Not certain yet-carried over 5 last year	12/19/2014 2:44 PM
2	With buy-out of 5 days.	12/16/2014 10:13 AM
3	Took at least 2 vacation days to work, just eliminating the drive.	12/15/2014 3:12 PM
4	n/a	12/15/2014 2:01 PM
5	Not vacation days, three personal days per year	12/15/2014 1:05 PM
6	Appreciate the question, but I don't know. I am a first year director	12/14/2014 10:10 AM
7	NA	12/13/2014 9:22 AM
8	n/a	12/12/2014 4:39 PM
9	Great question! I give away days every year	12/12/2014 4:17 PM
10	n/a	12/12/2014 2:08 PM
11	N/A	12/12/2014 1:34 PM
12	I have never used all my leave time.	12/12/2014 12:43 PM
13	Sometimes, but many of those days I still work at home.	12/12/2014 12:33 PM
14	I am able to carry over 5 and do so each year.	12/12/2014 12:05 PM
15	20 vacation days, not all used. Can carry over 5, not all used. Never ending cycle.	12/12/2014 11:57 AM
16	no vacation days	12/12/2014 11:45 AM
17	not sure yet	12/12/2014 11:04 AM

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18	My personal days do not carry over to the next year; I use or lose	12/12/2014 9:40 AM
19	N/A	12/12/2014 8:47 AM
20	No vacation days given 210 day contract. I'm expected to take my time off in the summer.	12/12/2014 8:36 AM
21	N/A	12/12/2014 8:19 AM
22	sometimes not	12/12/2014 8:08 AM
23	Other than for occasional surgery, I do not take days off	12/12/2014 6:59 AM
24	I usually end up "losing" about 20 hours per year due to district limits on vacation time carryover	12/12/2014 1:16 AM
25	I'm allowed to carry over 9 vacation days - which I've done every year - and still lose days that I can't take. I also work 5-12 days beyond my contracted days as well.	12/11/2014 11:48 PM
26	I get 20 days a year and there have been years I've lost as much as 10 days. When I do take vacation, I end up working several hours every day of the vacation.	12/11/2014 8:34 PM
27	no vacation days	12/11/2014 7:07 PM
28	Carryover 10 each year as that's max carryover	12/11/2014 6:51 PM
29	I have to use all vacation days before July 1 ~ no rollover	12/11/2014 6:12 PM
30	I'm not sure. I'd like to say yes.	12/11/2014 6:10 PM
31	MOST of the time...	12/11/2014 6:06 PM
32	N/A Personal leave days and sick days; no vacation days	12/11/2014 4:09 PM
33	N/A	12/11/2014 3:55 PM
34	I am allowed to carry over 5; I have expended my vacation days except for the 5 I can carry over.	12/11/2014 3:49 PM
35	Allowed to carry over unused vacation days.	12/11/2014 3:34 PM
36	I try to	12/11/2014 3:31 PM
37	no vacation days	12/11/2014 3:30 PM
38	Work more than my contract specifies.	12/11/2014 3:29 PM
39	It is always my goal but I have not yet achieved it. I can get paid out for up to 5 days each year.	12/11/2014 3:28 PM
40	I have never used all of my vacation days--always end up getting paid out some and rolling some over.	12/11/2014 3:26 PM
41	We get paid out for up to 3 unused days	12/11/2014 3:26 PM

Q10 How valuable to you are each of the following WCASS Member Benefits?

Answered: 128 Skipped: 7



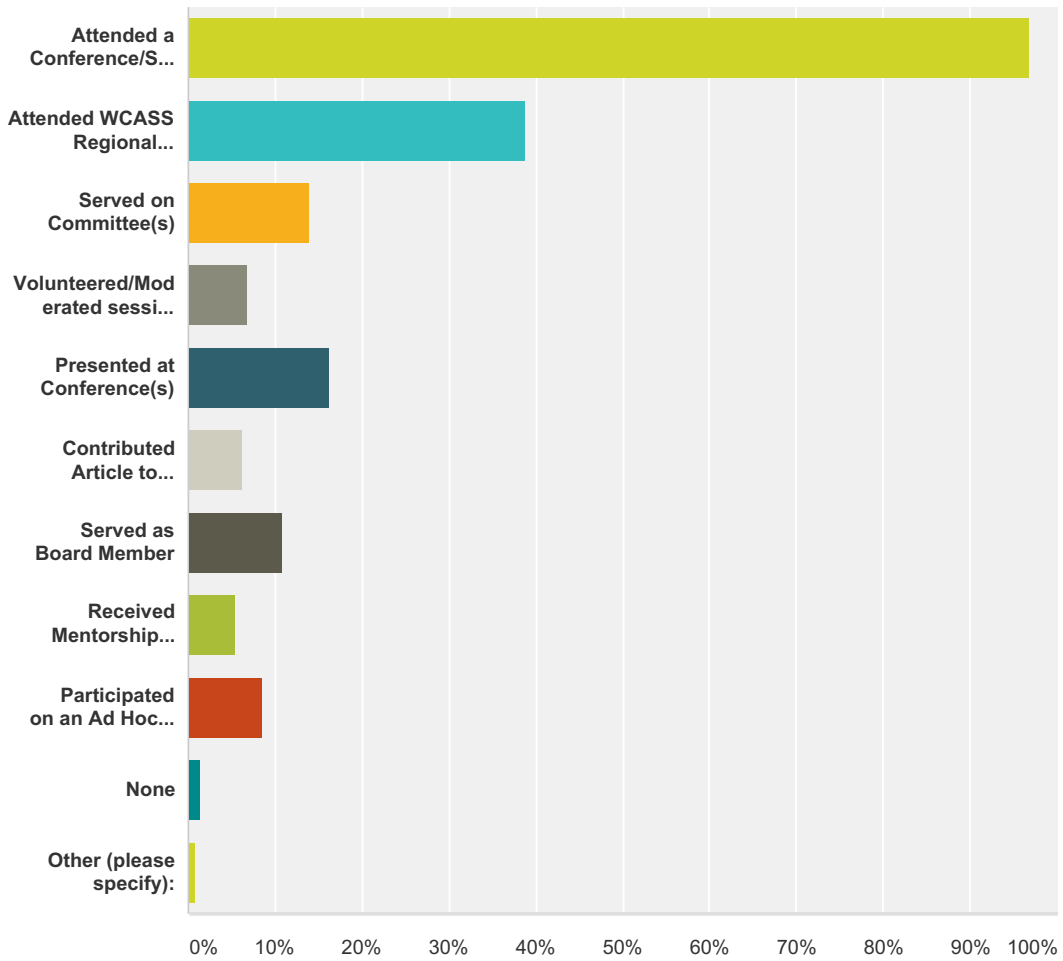
	Very Valuable	Valuable	About Average	Slightly Valuable	Not at all Valuable	This does not apply to me	I am not aware of this benefit	Total	Weighted Average
Professional development offerings (conferences, seminars, workshops)	67.19% 86	27.34% 35	4.69% 6	0.78% 1	0.00% 0	0.00% 0	0.00% 0	128	4.61
Reduced member rates for conferences	54.69% 70	31.25% 40	8.59% 11	4.69% 6	0.78% 1	0.00% 0	0.00% 0	128	4.34

WCASS Membership Survey 2014

School Administrators Alliance (SAA) legislative activity	33.33% 42	32.54% 41	14.29% 18	7.14% 9	2.38% 3	0.00% 0	10.32% 13	126	3.97
WI Education News daily email	20.47% 26	34.65% 44	22.05% 28	14.17% 18	3.15% 4	0.00% 0	5.51% 7	127	3.58
Networking opportunities	49.22% 63	33.59% 43	14.06% 18	0.78% 1	0.78% 1	0.00% 0	1.56% 2	128	4.32
Website content	16.41% 21	38.28% 49	31.25% 40	10.16% 13	3.13% 4	0.00% 0	0.78% 1	128	3.55
Mentorship	11.81% 15	18.90% 24	14.96% 19	4.72% 6	5.51% 7	25.20% 32	18.90% 24	127	2.40
Online member directory	11.11% 14	22.22% 28	23.81% 30	12.70% 16	5.56% 7	0.79% 1	23.81% 30	126	3.24
Online member portal - for paying invoices, renewing membership, etc.	27.56% 35	30.71% 39	29.13% 37	5.51% 7	0.00% 0	0.79% 1	6.30% 8	127	3.83
Quality Educator Interactive (QEI) - online PDP Portfolio	19.69% 25	16.54% 21	12.60% 16	6.30% 8	3.15% 4	19.69% 25	22.05% 28	127	2.80
Career Center	7.87% 10	18.90% 24	19.69% 25	5.51% 7	5.51% 7	7.09% 9	35.43% 45	127	2.95
Viterbo University college credit option	28.35% 36	17.32% 22	18.90% 24	8.66% 11	3.15% 4	16.54% 21	7.09% 9	127	3.10
Professional recognition program (WCASS Awards)	9.45% 12	19.69% 25	29.13% 37	18.90% 24	10.24% 13	3.94% 5	8.66% 11	127	2.86

**Q11 How have you participated in WCASS?
Choose all that apply.**

Answered: 129 Skipped: 6



Answer Choices	Responses	Count
Attended a Conference/Seminar/Workshop	96.90%	125
Attended WCASS Regional Meetings	38.76%	50
Served on Committee(s)	13.95%	18
Volunteered/Moderated sessions at Conference(s)	6.98%	9
Presented at Conference(s)	16.28%	21
Contributed Article to Newsletter	6.20%	8
Served as Board Member	10.85%	14
Received Mentorship Training or Mentored another Member	5.43%	7
Participated on an Ad Hoc Project(s)	8.53%	11

WCASS Membership Survey 2014

None	1.55%	2
Other (please specify):	0.78%	1
Total Respondents: 129		

#	Other (please specify):	Date
1	I used to attend all WCASS regional meetings but no longer have time in my schedule	12/15/2014 1:22 PM

WCASS Membership Survey 2014

Q12 If you do participate in WCASS, how is this beneficial to you?

Answered: 84 Skipped: 51

#	Responses	Date
1	There is so much valuable information.	12/29/2014 8:52 AM
2	I found WCASS conferences invaluable to confer with fellow directors. It is always nice to bounce ideas off of others dealing with the same type of challenges.	12/29/2014 8:33 AM
3	Love the networking!	12/23/2014 9:46 AM
4	Staying informed and connected	12/22/2014 12:53 PM
5	Keeps me current	12/22/2014 11:50 AM
6	It helps me keep on top of important topics in special education and allows opportunities for networking with my fellow directors.	12/19/2014 9:01 AM
7	Networking and keeping up to date on issues.	12/18/2014 10:21 AM
8	I am planning to participate more as I am now in my third year in this position and feel more able to do this.	12/17/2014 1:19 PM
9	Conferences have been very valuable with providing needed information for a new position.	12/16/2014 10:16 AM
10	The information from the conference helps me to remain aware of current issues.	12/15/2014 2:05 PM
11	resources, conferences, information	12/15/2014 1:22 PM
12	Many aspects of the organization are important and have been identified and marked previously on this survey.	12/15/2014 1:12 PM
13	The Conferences always have valuable information that I can bring back to my job and also helps to refresh by building connections with other professionals.	12/15/2014 11:25 AM
14	Networking, Updated info, Very beneficial - Thank you!	12/15/2014 10:08 AM
15	connection to others in field	12/15/2014 10:06 AM
16	The conferences are very beneficial.	12/15/2014 10:01 AM
17	professional development	12/15/2014 9:24 AM
18	PD and networking	12/15/2014 8:49 AM
19	Being able to stay current on topics - particularly given my most northern location.	12/15/2014 8:37 AM
20	The networking is invaluable. Great to hear how others are handling current issues. Legal updates are very valuable.	12/15/2014 6:31 AM
21	Networking, support, information obtained from presenters.	12/14/2014 10:13 AM
22	Gain information to better implement my role in the district.	12/13/2014 9:25 AM
23	Learning and improving in my job performance	12/12/2014 8:35 PM
24	Very helpful information is provided and networking opportunities made available.	12/12/2014 4:28 PM
25	The conferences and workshops have been beneficial, as well as the regular emails and reminders of best practices. I've also used my membership for access to QEI for my PDP.	12/12/2014 2:40 PM
26	Making the connections with other directors around the state. When I have a question or an issue that needs resolution, I have people I can connect with for ideas and advice	12/12/2014 1:37 PM
27	The information and networking are critical to staying up to date on best practices and legal issues.	12/12/2014 12:45 PM
28	Just getting started in WCASS, I appreciate everything I have learned so far.	12/12/2014 12:37 PM
29	For all of the reasons checked in #1 above.	12/12/2014 12:23 PM

WCASS Membership Survey 2014

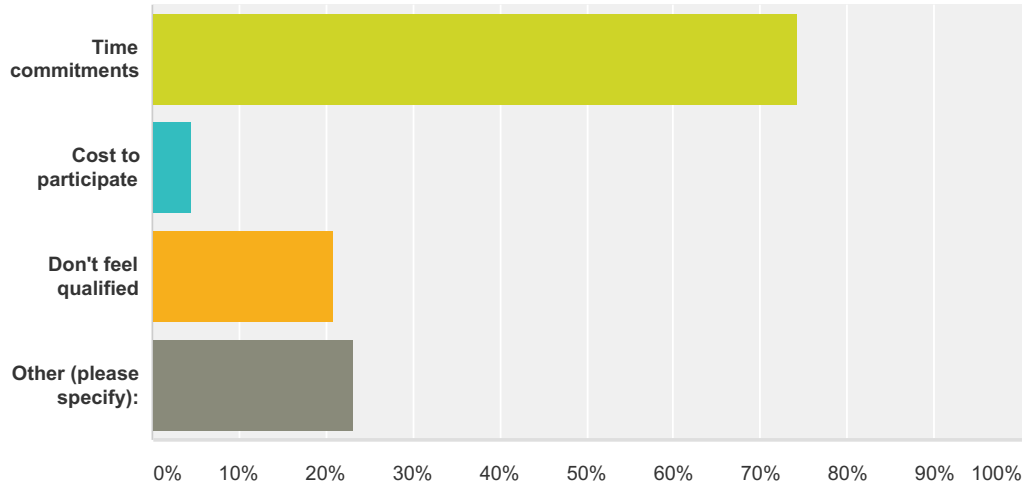
30	I greatly appreciate the networking opportunities and the professional development.	12/12/2014 12:07 PM
31	Great PD opportunities and networking	12/12/2014 12:02 PM
32	It keeps me updated on current issues and it provides a great networking opportunity.	12/12/2014 11:48 AM
33	The conferences provide valuable information and the opportunity to network is invaluable.	12/12/2014 11:45 AM
34	The conferences are wonderful and very beneficial.	12/12/2014 11:08 AM
35	Getting to know others in the field and learning from the seminars	12/12/2014 11:07 AM
36	The networking it very beneficial as are some of the break-out sessions.	12/12/2014 10:12 AM
37	The knowledge gained and being on the cutting edge with new information is the most beneficial part for me.	12/12/2014 10:11 AM
38	I am not finding too much benefit. Perhaps I am not using a resource that is available?	12/12/2014 9:43 AM
39	Yes. Networking	12/12/2014 9:04 AM
40	The conferences are always beneficial.	12/12/2014 8:59 AM
41	Links to other colleagues.	12/12/2014 8:53 AM
42	The information provided at Conferences is relevant to my job.	12/12/2014 8:42 AM
43	conferences keep me up to date on current issues	12/12/2014 8:39 AM
44	professional development and networking opportunities	12/12/2014 8:22 AM
45	networking	12/12/2014 8:12 AM
46	Great support for new directors	12/12/2014 8:09 AM
47	Brought back vital information to share with staff. Assisted in gaining valuable information and relationships to assist with advancing my career in administration.	12/12/2014 7:54 AM
48	N/A	12/12/2014 7:26 AM
49	I appreciate the information I receive from WCASS	12/12/2014 4:38 AM
50	Great to network with other directors. New director sessions are great.	12/12/2014 2:24 AM
51	Great opportunity to network with others in the field.	12/12/2014 1:22 AM
52	The learning opportunities as well as in person networking is valuable and always timely for me. School days are demanding and do not typically allow for much networking beyond the district. I do appreciate the conversations that are generated at WCASS meetings. I do want to note that at times, the leadership at WCASS has seemed a bit too fraternal, having interest and conversations limited to officers and those in leadership positions.	12/11/2014 11:53 PM
53	Provides me with up-to-date information. I can make connections across the state.	12/11/2014 8:40 PM
54	Great content to the presentations at WCASS	12/11/2014 8:36 PM
55	I appreciate the support and networking opportunities.	12/11/2014 8:33 PM
56	The information provided and the networking opportunities at the conferences are beneficial.	12/11/2014 7:59 PM
57	enjoy receiving member newsletters, updates and info	12/11/2014 6:56 PM
58	The conferences are very valuable for current information and the ability to collaborate with other Directors.	12/11/2014 6:45 PM
59	I love the networking, support and collaboration that is evident throughout WCASS	12/11/2014 6:13 PM
60	I like being a part of a professional organization, hearing about latest information and state issues, meeting with colleagues who are the only ones who really understand our job etc	12/11/2014 5:55 PM
61	Keeps me current as to what is occurring on a national and state level.	12/11/2014 5:29 PM
62	Professional connectivity	12/11/2014 5:28 PM
63	It provides exceptional networking opportunities. Most of us are lone rangers in our districts, and this provides a great opportunity to share information, practices, etc.	12/11/2014 5:22 PM

WCASS Membership Survey 2014

64	networking at the conferences for the valuable experiences and support	12/11/2014 5:00 PM
65	Professional development and networking	12/11/2014 4:53 PM
66	The information shared between directors at regular meetings. Good information / speakers at the conferences.	12/11/2014 4:47 PM
67	networking and professional development	12/11/2014 4:27 PM
68	The networking and relationships that you develop	12/11/2014 4:25 PM
69	I appreciate learning information about my profession and what is up and coming from DPI.	12/11/2014 4:12 PM
70	The networking and the conferences have been invaluable.	12/11/2014 3:54 PM
71	The mentorship and networking is vital to my success.	12/11/2014 3:50 PM
72	The conferences are very good. I was more active in my younger days. Seems like you have to be part of "the group" to get asked to participate.	12/11/2014 3:48 PM
73	It is a link to what is current in my practice.	12/11/2014 3:47 PM
74	Conferences are informative and keep me up to date.	12/11/2014 3:42 PM
75	Conferences - keep current & network Viterbo credits for license	12/11/2014 3:41 PM
76	very	12/11/2014 3:39 PM
77	Keep up to date on laws and events that affect schools and pupil services issues.	12/11/2014 3:36 PM
78	Received current, up to date legal updates	12/11/2014 3:35 PM
79	It is very hard to stay current so I rely on WCASS a lot to help me be aware of new trends and practices as well as upcoming changes from the state.	12/11/2014 3:33 PM
80	Very, networking and collaboration are the most valuable.	12/11/2014 3:33 PM
81	It is very beneficial to network with colleagues, be up to date on the most important information, and try and influence and shape decisions	12/11/2014 3:32 PM
82	Good information at conferences	12/11/2014 3:29 PM
83	NA	12/11/2014 3:28 PM
84	Conferences help keep me updated with changes, new methodologies, etc	12/11/2014 3:28 PM

Q13 If you do not participate in WCASS, what is preventing you from doing so? Choose all that apply.

Answered: 43 Skipped: 92

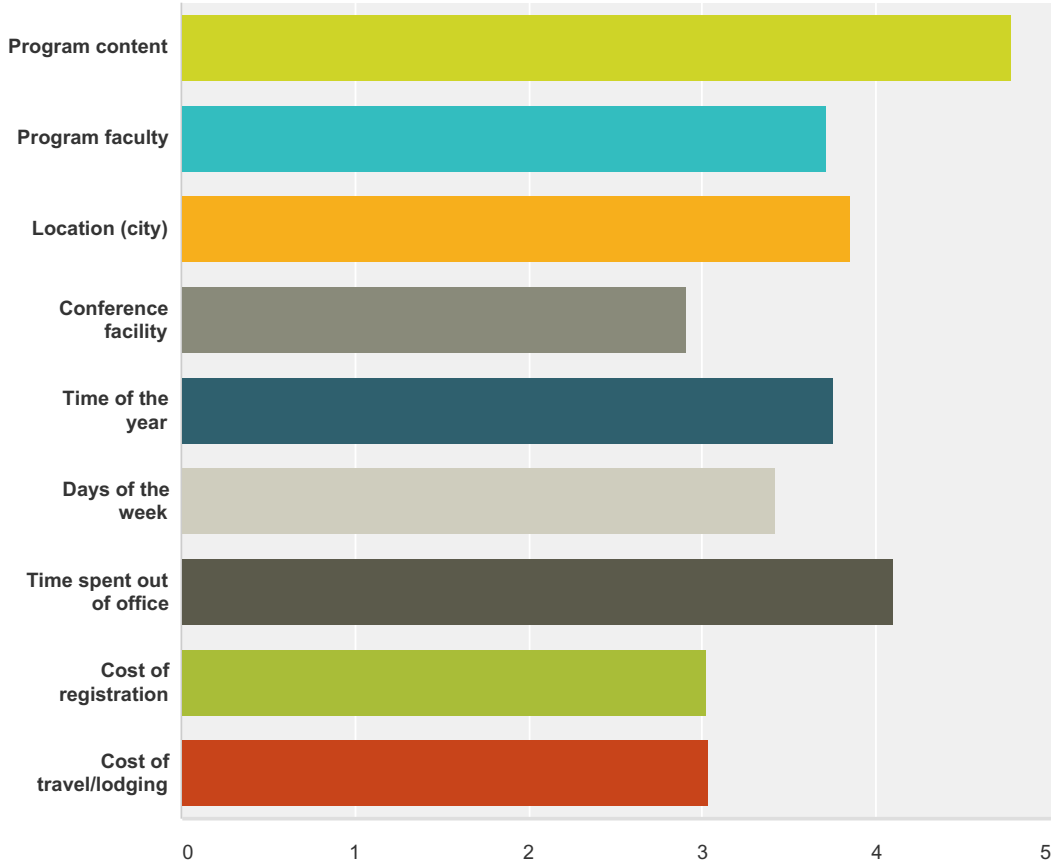


Answer Choices	Responses
Time commitments	74.42% 32
Cost to participate	4.65% 2
Don't feel qualified	20.93% 9
Other (please specify):	23.26% 10
Total Respondents: 43	

#	Other (please specify):	Date
1	Time keeps me from participating in more activities and roles	12/15/2014 1:12 PM
2	more awareness of how to participate	12/15/2014 12:08 PM
3	As I mentioned, I am working 12hr most days	12/12/2014 4:21 PM
4	N/A	12/12/2014 1:37 PM
5	Just joined.	12/12/2014 11:42 AM
6	Location (Wisconsin Dells is inconvenient)	12/12/2014 10:12 AM
7	N/A	12/12/2014 8:59 AM
8	Unaware of possibilities	12/11/2014 8:36 PM
9	Not asked	12/11/2014 3:48 PM
10	not asked	12/11/2014 3:35 PM

Q14 Please rate how each of the following factors affects your decision to attend a conference.

Answered: 129 Skipped: 6



	Highly Affects	Affects	About Average	Slightly Affects	Does not Affect	Total	Weighted Average
Program content	79.07% 102	20.16% 26	0.78% 1	0.00% 0	0.00% 0	129	4.78
Program faculty	24.22% 31	39.84% 51	24.22% 31	7.03% 9	4.69% 6	128	3.72
Location (city)	24.81% 32	48.84% 63	17.05% 22	5.43% 7	3.88% 5	129	3.85
Conference facility	4.69% 6	32.03% 41	28.91% 37	17.97% 23	16.41% 21	128	2.91
Time of the year	30.23% 39	37.21% 48	14.73% 19	13.95% 18	3.88% 5	129	3.76
Days of the week	21.88% 28	29.69% 38	27.34% 35	10.94% 14	10.16% 13	128	3.42
Time spent out of office	46.51% 60	27.91% 36	17.83% 23	4.65% 6	3.10% 4	129	4.10
Cost of registration	8.53% 11	28.68% 37	34.11% 44	14.73% 19	13.95% 18	129	3.03

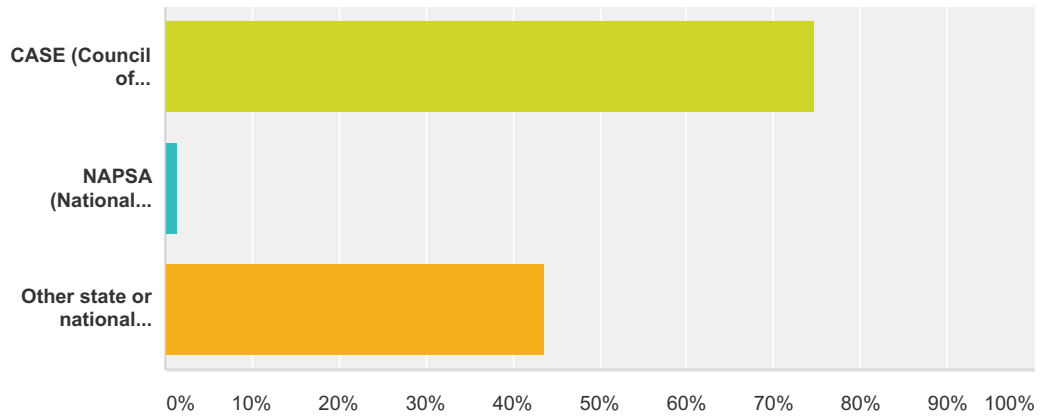
WCASS Membership Survey 2014

Cost of travel/lodging	9.38% 12	28.13% 36	35.16% 45	11.72% 15	15.63% 20	128	3.04
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#	Other (please specify):	Date
1	My schedule and what is happening at the time	12/11/2014 5:55 PM
2	The spring conference is very difficult for me to attend due to the timing. In my dual role, plus other hats that I wear, I am unable to break free from work during may. Also, the conference falling over 3 days is quite long to be out of the office. If it was only two days, it would work much better.	12/11/2014 3:54 PM
3	I checked slightly affects, but really, what choice do I have if I want the information	12/11/2014 3:47 PM

Q15 Organizations of which you are a member

Answered: 71 Skipped: 64



Answer Choices	Responses
CASE (Council of Administrators of Special Education)	74.65% 53
NAPSA (National Association of Pupil Service Administrators)	1.41% 1
Other state or national organization (please specify)	43.66% 31
Total Respondents: 71	

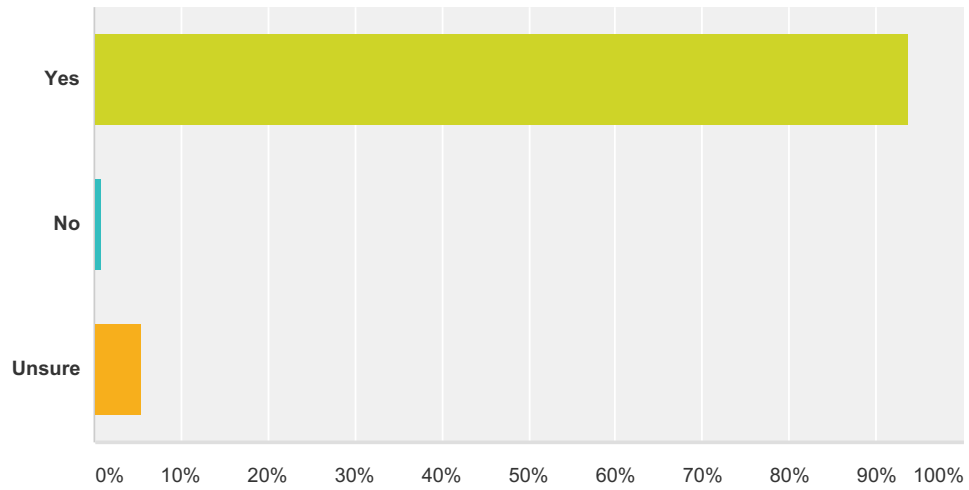
#	Other state or national organization (please specify)	Date
1	ASCD	12/23/2014 9:46 AM
2	CEC	12/15/2014 6:31 AM
3	AWSA	12/12/2014 4:28 PM
4	ASCD	12/12/2014 12:45 PM
5	AWSA, CEC	12/12/2014 12:37 PM
6	ASCD	12/12/2014 12:02 PM
7	WSPA, WEAC	12/12/2014 11:42 AM
8	CEC	12/12/2014 8:59 AM
9	awsa	12/12/2014 8:53 AM
10	ASCD and CEC	12/12/2014 8:42 AM
11	WSPA	12/12/2014 8:22 AM
12	AWSA	12/12/2014 8:12 AM
13	CEC	12/12/2014 8:09 AM
14	AWSA	12/12/2014 7:26 AM
15	CEC	12/12/2014 5:08 AM
16	ASCD	12/12/2014 1:22 AM
17	CEC, NIFDI	12/11/2014 8:40 PM

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18	CEC, ASCD	12/11/2014 7:08 PM
19	WSPA	12/11/2014 6:45 PM
20	WSPA	12/11/2014 6:13 PM
21	ASHA	12/11/2014 5:55 PM
22	CEC	12/11/2014 5:29 PM
23	ASCD	12/11/2014 5:00 PM
24	NASP	12/11/2014 4:27 PM
25	National Association of School Psychologists; Wisconsin School Psychologist Association	12/11/2014 3:54 PM
26	ASHA	12/11/2014 3:47 PM
27	WSPA	12/11/2014 3:35 PM
28	WSPA, NASP, CEC	12/11/2014 3:33 PM
29	CEC, ASHA, AWSA	12/11/2014 3:33 PM
30	ASCD	12/11/2014 3:28 PM
31	NASP, WSPA	12/11/2014 3:27 PM

Q16 Would you be willing to recommend WCASS membership to a colleague?

Answered: 127 Skipped: 8



Answer Choices	Responses
Yes	93.70% 119
No	0.79% 1
Unsure	5.51% 7
Total	127

#	Comments	Date
1	I have done this many times!	12/16/2014 9:36 AM
2	always do	12/15/2014 10:08 AM
3	Just joined	12/12/2014 11:42 AM
4	I have brought at least 10 new members to the org	12/12/2014 8:12 AM

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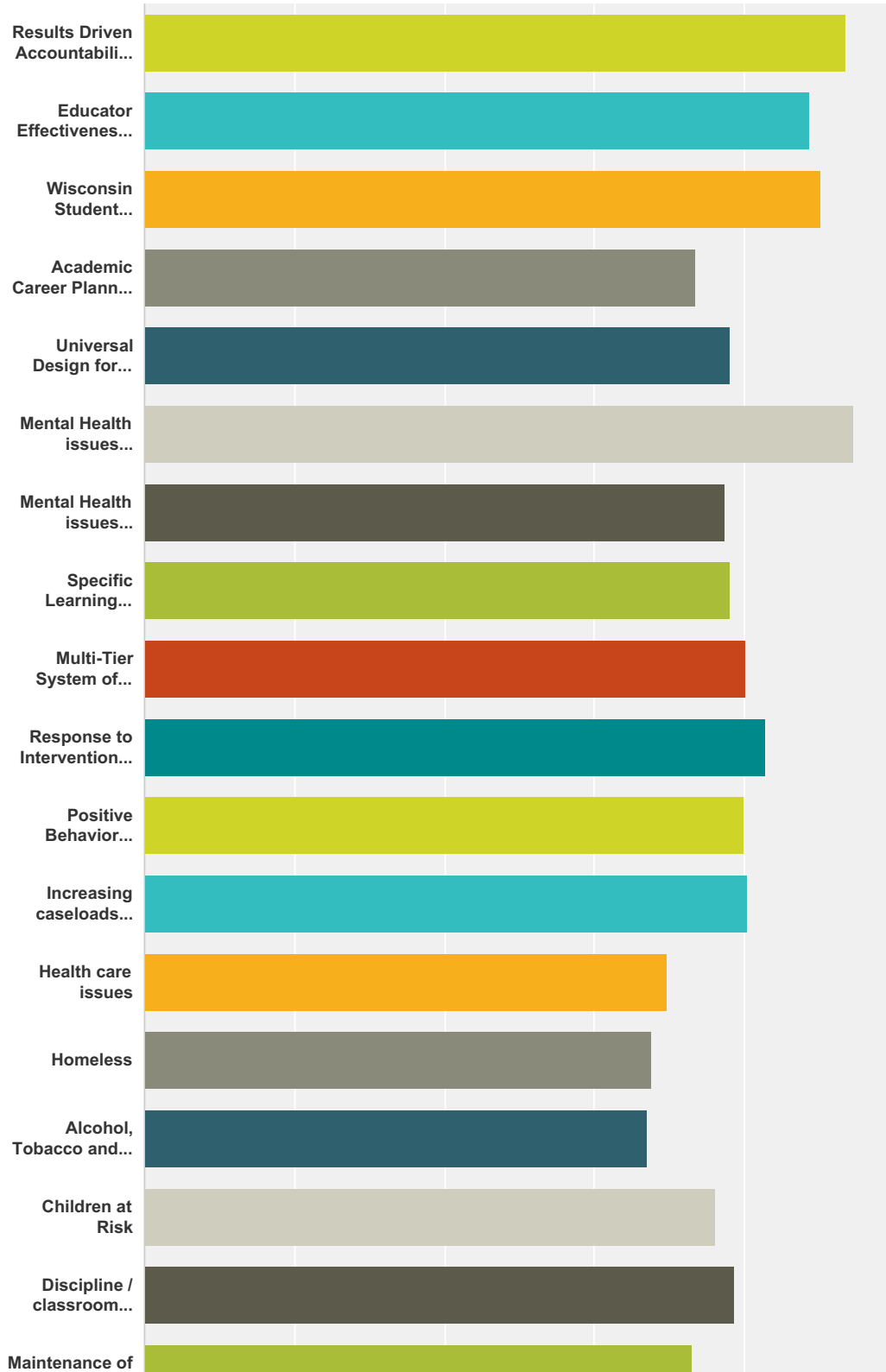
Q17 Do you have suggestions for improving services offered by WCASS?

Answered: 27 Skipped: 108

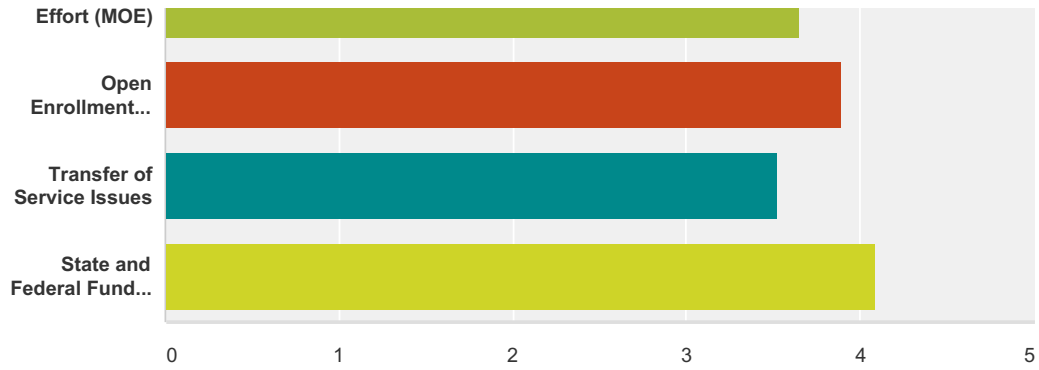
#	Responses	Date
1	NA	12/22/2014 11:50 AM
2	Please make mentoring more accessible to new directors.	12/16/2014 10:16 AM
3	I suggest that you have a "new" set of awards. new director, new school psych. maybe innovator in WCASS or spec ed or pupil services.	12/16/2014 9:36 AM
4	locations of winter and spring conferences are both far away from Northwest districts	12/15/2014 6:44 PM
5	No. Excellent organization.	12/15/2014 3:17 PM
6	I am happy with the current services. I understand that resources are limited but feel that public and political advocacy are very important and should continue to be a priority for WCASS.	12/15/2014 1:12 PM
7	Better regional meetings - maybe have it by CESA. Right now there are not many offered for the northern regions of WCASS.	12/15/2014 11:25 AM
8	membership cost too high as a new member, i would like to see more information via email	12/15/2014 8:24 AM
9	No, you guys/gals are great!	12/14/2014 10:13 AM
10	Thank you for all the work you do! :)	12/12/2014 4:28 PM
11	Work with DPI and get in front of some of the issues, such as RDA. Get away from the legal aspects and work on assisting us in providing services for kids, especially students who are experiencing significant mental health issues.	12/12/2014 4:21 PM
12	Not at this time	12/12/2014 11:48 AM
13	An introductory video and resource page for current students working towards license as an administrator	12/12/2014 11:42 AM
14	Obviously being north of HWY 29 I would like the conferences to be in the center of the state rather than WI Dells and Madison.	12/12/2014 10:11 AM
15	Winter conference often has content of interest, however, the location in Appleton makes it too difficult to attend. I think all conferences should be as centrally located as possible.	12/12/2014 9:39 AM
16	n	12/12/2014 8:53 AM
17	N/A	12/12/2014 7:26 AM
18	I would much prefer having the conference in Madison or in the Fox Cities area. Wis Dells is too far for me.	12/11/2014 8:45 PM
19	none	12/11/2014 6:56 PM
20	Offer more opportunities for networking at the conferences. Allow time for questions and sharing in a sectional.	12/11/2014 6:45 PM
21	I generally think that WCASS does a great job, keep up the good work!	12/11/2014 5:55 PM
22	PDP support for new directors	12/11/2014 4:53 PM
23	reduce conferences to 2 days.	12/11/2014 4:14 PM
24	As stated above, the timing of the conference in May, and them happening over three days can be quite difficult for me to leave the office.	12/11/2014 3:54 PM
25	I think the membership cost is too high for some.	12/11/2014 3:48 PM
26	Continue to focus on high quality presenters and current topics at WCASS conferences.	12/11/2014 3:42 PM
27	none	12/11/2014 3:28 PM

Q18 Based on recent trends and innovations, please check your level of perceived importance for each of these areas.

Answered: 125 Skipped: 10



WCASS Membership Survey 2014



	Very Important	Important	Average Importance	Slightly Important	Not at all Important	Total	Weighted Average
Results Driven Accountability (RDA)	72.80% 91	22.40% 28	4.80% 6	0.00% 0	0.00% 0	125	4.68
Educator Effectiveness (EE)	51.61% 64	41.13% 51	7.26% 9	0.00% 0	0.00% 0	124	4.44
Wisconsin Student Assessment System (SMARTER Balance/ASPIRE/ACT/Dynamic Learning Maps)	56.80% 71	38.40% 48	4.00% 5	0.80% 1	0.00% 0	125	4.51
Academic Career Planning (ACP)	16.94% 21	40.32% 50	35.48% 44	7.26% 9	0.00% 0	124	3.67
Universal Design for Learning (UDL)	22.58% 28	49.19% 61	24.19% 30	4.03% 5	0.00% 0	124	3.90
Mental Health issues (Students)	78.23% 97	16.94% 21	4.84% 6	0.00% 0	0.00% 0	124	4.73
Mental Health issues (Adults/Faculty)	32.00% 40	32.80% 41	27.20% 34	6.40% 8	1.60% 2	125	3.87
Specific Learning Disabilities (SLD) Criteria	27.42% 34	41.13% 51	25.81% 32	4.84% 6	0.81% 1	124	3.90
Multi-Tier System of Support (MTSS)	31.20% 39	40.80% 51	25.60% 32	2.40% 3	0.00% 0	125	4.01
Response to Intervention (RtI)	37.60% 47	41.60% 52	19.20% 24	0.80% 1	0.80% 1	125	4.14
Positive Behavior Interventions and Supports (PBIS)	27.64% 34	49.59% 61	17.89% 22	4.88% 6	0.00% 0	123	4.00
Increasing caseloads related to Autism	33.06% 41	39.52% 49	23.39% 29	4.03% 5	0.00% 0	124	4.02
Health care issues	12.80% 16	34.40% 43	42.40% 53	9.60% 12	0.80% 1	125	3.49
Homeless	10.40% 13	32.80% 41	41.60% 52	14.40% 18	0.80% 1	125	3.38
Alcohol, Tobacco and Other Drug issues (ATOD)	8.00% 10	34.40% 43	44.00% 55	12.00% 15	1.60% 2	125	3.35
Children at Risk	21.77% 27	41.13% 51	34.68% 43	1.61% 2	0.81% 1	124	3.81
Discipline / classroom management	25.60% 32	46.40% 58	24.80% 31	2.40% 3	0.80% 1	125	3.94

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Maintenance of Effort (MOE)	19.35% 24	37.10% 46	33.06% 41	9.68% 12	0.81% 1	124	3.65
Open Enrollment Issues	28.00% 35	40.80% 51	24.00% 30	6.40% 8	0.80% 1	125	3.89
Transfer of Service Issues	11.38% 14	43.09% 53	33.33% 41	11.38% 14	0.81% 1	123	3.53
State and Federal Funding issues	34.43% 42	45.08% 55	16.39% 20	3.28% 4	0.82% 1	122	4.09

#	Please list other issues	Date
1	Availability of special ed teachers to hire Substitute teacher availability and consistency-AHC Excessive professional absences for professional development and affect on achievement. School report cards and willingness to take special education students and graduation rate. Transportation.	12/15/2014 3:40 PM
2	I am ALARMED at the increasing number of private school vouchers that go to a schools WHERE THERE IS NO oversight or evaluation of the location of the school (use of run down facilities), the qualifications of teaching/administrative staff (no requirement for highly qualified teachers), lack of accountability (State and Local testing), inaccurate reporting of graduation rates, no initiatives (RTI, PBIS, etc.)	12/15/2014 1:30 PM
3	Attracting quality staff (special education and pupil services) to fill vacancies	12/12/2014 3:31 PM
4	Special education teacher retention Special education teacher pre-service Alternative compensation models for special education/pupil services staff Paraprofessional training	12/12/2014 1:30 AM
5	Developing comprehensive partnerships with the medical community, social services and community agents to address programming for students with chronic mental health and behavioral needs.	12/12/2014 12:00 AM
6	Finding qualified staff	12/11/2014 8:40 PM
7	difficulties finding qualified staff (ie SLPs, sped teachers, etc)	12/11/2014 3:40 PM

WCASS Membership Survey 2014

Q19 Please list the top three issues that cause you the most distress

Answered: 113 Skipped: 22

Answer Choices	Responses	
1	100.00%	113
2	100.00%	113
3	94.69%	107

#	1	Date
1	When having to place a student out of district/availability of quality placements	12/29/2014 8:38 AM
2	Mental Health Issues	12/23/2014 9:53 AM
3	the volume and breath of responsibilities in my job	12/22/2014 1:05 PM
4	funding issues	12/22/2014 11:53 AM
5	EE	12/19/2014 6:27 PM
6	Open Enrollment	12/19/2014 9:04 AM
7	Results Driven Accountability	12/18/2014 10:25 AM
8	high number of EBD students at the high school -from group home - causes a huge financial burden on our school district	12/17/2014 1:24 PM
9	Lack of resources for additional staffing and technology.	12/16/2014 10:22 AM
10	Mental health	12/16/2014 9:39 AM
11	RDA	12/15/2014 6:46 PM
12	Educator Effectiveness	12/15/2014 3:40 PM
13	Mental Health and Behavior	12/15/2014 2:10 PM
14	Change in Open Enrollment deadlines (new LACK of a deadline) resulting in high rates of transfers and resolving transportation issues for open enrollment, homeless, tuition waiver and special education students	12/15/2014 1:30 PM
15	Politics and lack of public awareness	12/15/2014 1:21 PM
16	Programming options for aggressive students	12/15/2014 12:13 PM
17	Open Enrollment	12/15/2014 11:27 AM
18	Staff burnout	12/15/2014 10:17 AM
19	student behavior	12/15/2014 10:11 AM
20	Mental health	12/15/2014 9:28 AM
21	Parents	12/15/2014 8:53 AM
22	Mental Health Issues - Students/Community	12/15/2014 8:42 AM
23	Budget	12/15/2014 8:26 AM
24	Keeping and retaining staff/ finding qualified staff.	12/15/2014 6:38 AM
25	Conflict between parents of disabled students and the district	12/14/2014 10:18 AM
26	Meeting the wide range of disabilities in a sustainable model	12/13/2014 9:32 AM

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27	meeting needs of all student in rural school	12/12/2014 9:17 PM
28	Funding/Small District Resources	12/12/2014 5:35 PM
29	Appropriate services for Children at Risk	12/12/2014 4:35 PM
30	Mental health issues for elementary age students	12/12/2014 4:25 PM
31	Attracting quality staff	12/12/2014 3:31 PM
32	Open-enrollment	12/12/2014 1:40 PM
33	Difficult parents	12/12/2014 12:50 PM
34	Unreasonable requests by parents.	12/12/2014 12:28 PM
35	Parents	12/12/2014 12:22 PM
36	Mental Health issues with students	12/12/2014 12:10 PM
37	Staffing	12/12/2014 12:05 PM
38	Youth mental health	12/12/2014 11:50 AM
39	Mental Health	12/12/2014 11:49 AM
40	Politics within a large organization	12/12/2014 11:46 AM
41	Mental Health	12/12/2014 11:12 AM
42	Mental Health	12/12/2014 11:10 AM
43	suspensions	12/12/2014 10:49 AM
44	the potential of the special ed voucher	12/12/2014 10:19 AM
45	SLD Criteria	12/12/2014 10:17 AM
46	Mental health issues	12/12/2014 10:16 AM
47	workload	12/12/2014 9:43 AM
48	Classroom management techniques for general education teachers	12/12/2014 9:08 AM
49	RDA	12/12/2014 9:03 AM
50	behavioral and mental health needs of students and families	12/12/2014 8:56 AM
51	Helicopter Parents	12/12/2014 8:55 AM
52	Mental Health Issues (Students)	12/12/2014 8:48 AM
53	teacher training	12/12/2014 8:42 AM
54	crazy school board members	12/12/2014 8:30 AM
55	RDA	12/12/2014 8:27 AM
56	Personnell Issues	12/12/2014 8:25 AM
57	Educator Effectiveness	12/12/2014 8:14 AM
58	Mental Health Issues for Students	12/12/2014 8:11 AM
59	Caseload schedules	12/12/2014 7:57 AM
60	New testing, Aspire, ACT, Badger Exam	12/12/2014 7:30 AM
61	Having "behavior" as part of the EBD criteria--would prefer the federal definition of SED be implemented in Wisconsin	12/12/2014 7:07 AM
62	Funding	12/12/2014 5:10 AM
63	Behavior	12/12/2014 4:43 AM

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64	Lack of teacher ownership at high school level: passing classes vs. closing the achievement gap	12/12/2014 1:30 AM
65	Significant behavioral needs (including high needs Autism) students and need for unique programming beyond traditional school for them.	12/12/2014 12:00 AM
66	RDA	12/11/2014 8:50 PM
67	lack of funding for needed services (we are a declining enrollment	12/11/2014 8:48 PM
68	Mental health issues	12/11/2014 8:40 PM
69	Staffing	12/11/2014 8:35 PM
70	Personnel Issues	12/11/2014 8:06 PM
71	Budget	12/11/2014 7:34 PM
72	Closing the Gap	12/11/2014 7:22 PM
73	reading achievement of SwD	12/11/2014 7:17 PM
74	not having enough time due to diversity in job expectations	12/11/2014 7:10 PM
75	Staff who are not performing in a quality manner with paper work and job responsibilities	12/11/2014 6:54 PM
76	Personnel issues	12/11/2014 6:45 PM
77	Developing programs to meet the needs of students new to the district who are on the significant end of the Autism Spectrum, with challenging behaviors. This is currently overwhelming my district and staff as we have had several students either open enroll or move in over the last two months.	12/11/2014 6:18 PM
78	Lack of resources for staff dealing with behaviors of students	12/11/2014 6:17 PM
79	The diverse amount of knowledge we must know	12/11/2014 6:11 PM
80	Managing constant crisis situations with difficult students	12/11/2014 6:10 PM
81	mental health	12/11/2014 6:04 PM
82	Mental health and behavioral issues in young students	12/11/2014 5:37 PM
83	Lack of support by our state government.	12/11/2014 5:35 PM
84	Mental Health and significant behavior problems	12/11/2014 5:33 PM
85	Increasing number of students mental health issues	12/11/2014 5:28 PM
86	funding	12/11/2014 5:05 PM
87	Demanding parents with unrealistic expectations	12/11/2014 5:02 PM
88	SE / 504 legal issues	12/11/2014 4:51 PM
89	Time	12/11/2014 4:44 PM
90	Funding issues and transfer needs	12/11/2014 4:30 PM
91	Mental Health of students	12/11/2014 4:21 PM
92	Educator effectiveness and getting it all done!	12/11/2014 4:18 PM
93	Students with significant discipline/aggression @ the elementary level	12/11/2014 4:18 PM
94	Mental Health Issues- Students	12/11/2014 4:08 PM
95	Mental Health Issues (students)	12/11/2014 4:00 PM
96	Lack of options for needed alternative placements.	12/11/2014 3:57 PM
97	staff turnover	12/11/2014 3:57 PM
98	Student assessment changes/landscape	12/11/2014 3:54 PM
99	Negative State leadership	12/11/2014 3:52 PM

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100	Aggressive parents demanding things from the schools	12/11/2014 3:46 PM
101	MOE	12/11/2014 3:42 PM
102	mentally ill parents	12/11/2014 3:42 PM
103	Number of new initiatives	12/11/2014 3:41 PM
104	increased accountability for student learning	12/11/2014 3:40 PM
105	The DPI's oversight (or lack thereof) with regards to SLD/Rtl and reading. The "Reading Wars" continue in WI and the DPI has been unwilling to take a stand against the whole-language philosophy that had dominated in Wisc. for the last 20 years.	12/11/2014 3:39 PM
106	Staffing/caseload management	12/11/2014 3:39 PM
107	Increase in job responsibilities	12/11/2014 3:38 PM
108	Dealing with difficult parents	12/11/2014 3:38 PM
109	Student Mental Health	12/11/2014 3:34 PM
110	Finding/hiring/retaining certified staff	12/11/2014 3:32 PM
111	IEP paperwork/service provider	12/11/2014 3:31 PM
112	Rtl and SLD	12/11/2014 3:30 PM
113	Hostile parents	12/11/2014 3:30 PM
#	2	Date
1	Some budgetary challenges when coupled with transporations	12/29/2014 8:38 AM
2	Educator Effectiveness	12/23/2014 9:53 AM
3	student discipline	12/22/2014 1:05 PM
4	funding issues	12/22/2014 11:53 AM
5	Funding	12/19/2014 6:27 PM
6	Rtl and the SLD rule	12/19/2014 9:04 AM
7	SLD Criteria and Multi-Tier System of Support	12/18/2014 10:25 AM
8	home bound education -staffing and dealing with difficult parents	12/17/2014 1:24 PM
9	Maintaining compliance.	12/16/2014 10:22 AM
10	Autism training	12/16/2014 9:39 AM
11	EE	12/15/2014 6:46 PM
12	Assessment system	12/15/2014 3:40 PM
13	RDA/Assessment	12/15/2014 2:10 PM
14	Dramatic increase in students on autism spectrum and students with significant mental health needs (with continual comments from social services that there is no money to pay for day treatment or residential treatment for severe cases)	12/15/2014 1:30 PM
15	Limited school budgets	12/15/2014 1:21 PM
16	vocational options for student with high needs disabilities	12/15/2014 12:13 PM
17	Student Mental Health Issues	12/15/2014 11:27 AM
18	Lack of local resources for students/families	12/15/2014 10:17 AM
19	accomodations for state tests	12/15/2014 10:11 AM
20	Educator Effectiveness	12/15/2014 9:28 AM
21	Discipline Issues	12/15/2014 8:53 AM

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22	Increase of students with autism/communication needs	12/15/2014 8:42 AM
23	Special Education LRE and inclusion models	12/15/2014 8:26 AM
24	Handling extreme behaviors in the school, to avoid costly out of district placements.	12/15/2014 6:38 AM
25	time demands of Ed Effect	12/14/2014 10:18 AM
26	Addressing mental health needs of students	12/13/2014 9:32 AM
27	fitting in ee	12/12/2014 9:17 PM
28	Staffing	12/12/2014 5:35 PM
29	Addressing student mental health/AODA needs	12/12/2014 4:35 PM
30	Dealing with challenging parents	12/12/2014 4:25 PM
31	student mental health issues	12/12/2014 3:31 PM
32	MOE	12/12/2014 1:40 PM
33	Concerns about increasing outcomes for SWD	12/12/2014 12:50 PM
34	Placement disagreements.	12/12/2014 12:28 PM
35	Behavior issues/discipline	12/12/2014 12:22 PM
36	New assessments	12/12/2014 12:10 PM
37	Budget	12/12/2014 12:05 PM
38	Assesments	12/12/2014 11:50 AM
39	Open Enrollment	12/12/2014 11:49 AM
40	Inconsistent leadership	12/12/2014 11:46 AM
41	Educator Effectiveness	12/12/2014 11:12 AM
42	Homeless	12/12/2014 11:10 AM
43	Upset parents	12/12/2014 10:49 AM
44	state funding formulas	12/12/2014 10:19 AM
45	Behavior/Discipline Management	12/12/2014 10:17 AM
46	Rtl	12/12/2014 10:16 AM
47	legal issues	12/12/2014 9:43 AM
48	IEP writing techniques and timelines	12/12/2014 9:08 AM
49	EE	12/12/2014 9:03 AM
50	time to respond with thoughtfulness and quality oc interaction	12/12/2014 8:56 AM
51	Funding	12/12/2014 8:55 AM
52	Discipline/classroom management	12/12/2014 8:48 AM
53	classroom management	12/12/2014 8:42 AM
54	poor central office communication	12/12/2014 8:30 AM
55	New State-wide Assessments	12/12/2014 8:27 AM
56	RTI	12/12/2014 8:25 AM
57	Rtl	12/12/2014 8:14 AM
58	Affordable placement options for students with significant mental health needs	12/12/2014 8:11 AM
59	Staffing and budget	12/12/2014 7:57 AM

WCASS Membership Survey 2014

60	Educator Effectiveness	12/12/2014 7:30 AM
61	Sometimes lack of support from DPI	12/12/2014 7:07 AM
62	Hard to fill positions	12/12/2014 5:10 AM
63	Mental Health	12/12/2014 4:43 AM
64	Aggressive students and limited resources for support	12/12/2014 1:30 AM
65	Chronic and significant mental health needs; schools needing to address the academic and behavioral issues when lack of comprehensive medical care for these needs is available.	12/12/2014 12:00 AM
66	Mental Health	12/11/2014 8:50 PM
67	lack of resources	12/11/2014 8:48 PM
68	Special education funding	12/11/2014 8:40 PM
69	Programming	12/11/2014 8:35 PM
70	Parent Complaints	12/11/2014 8:06 PM
71	Budget	12/11/2014 7:34 PM
72	rti as it relates to sld	12/11/2014 7:22 PM
73	connecting all initiatives	12/11/2014 7:17 PM
74	mental health of student & parents, lack of help in rural areas	12/11/2014 7:10 PM
75	Getting general ed to understand Sped and the importance of IEP's	12/11/2014 6:54 PM
76	Student behavioral / mental health issues	12/11/2014 6:45 PM
77	Open Enrollment	12/11/2014 6:18 PM
78	Lack of quality staff	12/11/2014 6:17 PM
79	Being spread between two districts and not physically able to meet with staff	12/11/2014 6:11 PM
80	Demanding parents and confrontational advocates	12/11/2014 6:10 PM
81	mandated testing	12/11/2014 6:04 PM
82	Overdiagnosis of Autism - done without school input	12/11/2014 5:37 PM
83	Open positions absorbed by others already overloaded.	12/11/2014 5:35 PM
84	Increased numbers and severity of students with Autism	12/11/2014 5:33 PM
85	Finding, developing or accessing appropriate educational services for students with significant mental health issue	12/11/2014 5:28 PM
86	inclusion and meeting the student's special ed needs	12/11/2014 5:05 PM
87	Legal issues	12/11/2014 5:02 PM
88	managing the many job responsibilities	12/11/2014 4:51 PM
89	Inconsistencies at DPI	12/11/2014 4:44 PM
90	Open enrollment issues	12/11/2014 4:30 PM
91	Supporting students with autism	12/11/2014 4:21 PM
92	Increases in mental health issues in little kids	12/11/2014 4:18 PM
93	Mental Health	12/11/2014 4:18 PM
94	Mental Health Issues- Staff	12/11/2014 4:08 PM
95	Mental Health Issues (adults/staff)	12/11/2014 4:00 PM
96	Cost for transportation - alternative placements and homeless	12/11/2014 3:57 PM

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97	mental health issues and outside help	12/11/2014 3:57 PM
98	Mental Health Issues	12/11/2014 3:54 PM
99	Possible loss of benefits	12/11/2014 3:52 PM
100	Lack of community mental health services for youth	12/11/2014 3:46 PM
101	Budget	12/11/2014 3:42 PM
102	budgets/funding	12/11/2014 3:42 PM
103	Mental Health needs for students	12/11/2014 3:41 PM
104	declining revenues	12/11/2014 3:40 PM
105	Making special education truly special and effective (see #1)	12/11/2014 3:39 PM
106	WSAS	12/11/2014 3:39 PM
107	Lack of time for those increases in job responsibilities	12/11/2014 3:38 PM
108	Student behavior issues and mental health	12/11/2014 3:38 PM
109	Student Discipline	12/11/2014 3:34 PM
110	All of the new state assessments	12/11/2014 3:32 PM
111	mental health issues in young children	12/11/2014 3:31 PM
112	Rti and SLD	12/11/2014 3:30 PM
113	ineffective systems	12/11/2014 3:30 PM
#	3	Date
1	Staffing for teaching assistants finding good fits for students with severe autism	12/29/2014 8:38 AM
2	Assessment	12/23/2014 9:53 AM
3	funding issues	12/22/2014 11:53 AM
4	RDA	12/19/2014 6:27 PM
5	State Testing	12/19/2014 9:04 AM
6	Mental Health Issues in students	12/18/2014 10:25 AM
7	time management for all my responsibilities / state testing	12/17/2014 1:24 PM
8	Supervision responsibilities associated with Educator Effectiveness.	12/16/2014 10:22 AM
9	Qualifying under the new SLD law	12/16/2014 9:39 AM
10	mental health needs of students	12/15/2014 6:46 PM
11	Mental health issues	12/15/2014 3:40 PM
12	Interventions and progress monitoring for SLD	12/15/2014 2:10 PM
13	MULTIPLE big initiatives all at once (educator effectiveness, common core, the HUGH changes in DLM, Smarter Balanced, ACT/aspire and ACT all rolled out simultaneously and the EXTENSIVE amount of paperwork, multiple user manuals over 200 pages, working through computer glitches), the requirement for specific embossers and equipment for braille users for SBAC resulting in significant costs (tens of thousands) for small population of students along with requirement to test in home district vs. cooperative testing site	12/15/2014 1:30 PM
14	Building and supporting programs such as MTSS, Rti, and PBIS with limited resources	12/15/2014 1:21 PM
15	Family support built in to the above issues	12/15/2014 12:13 PM
16	RDA	12/15/2014 11:27 AM
17	student mental health	12/15/2014 10:11 AM
18	Board issues	12/15/2014 9:28 AM

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19	mental health	12/15/2014 8:53 AM
20	Open enrollment - never ends	12/15/2014 8:42 AM
21	SLD law	12/15/2014 8:26 AM
22	Funding	12/15/2014 6:38 AM
23	Mental health of students	12/14/2014 10:18 AM
24	Addressing challenges between staff members	12/13/2014 9:32 AM
25	compliance/reports	12/12/2014 9:17 PM
26	Delivery system for small districts with limited resources	12/12/2014 5:35 PM
27	Educator Effectiveness	12/12/2014 4:35 PM
28	Ensuring my staff is competent to deliver quality services to our students	12/12/2014 4:25 PM
29	trying to keep all of the balls in the air	12/12/2014 3:31 PM
30	Mental health issues for students	12/12/2014 1:40 PM
31	increasing mental health issues	12/12/2014 12:50 PM
32	Suspending and expelling special ed students.	12/12/2014 12:28 PM
33	administrators that don't want special ed students in their schools	12/12/2014 12:22 PM
34	Educational Autism services- including criteria used for determination	12/12/2014 12:10 PM
35	Mental Health Needs of Students	12/12/2014 12:05 PM
36	Educator Effectiveness	12/12/2014 11:50 AM
37	Rtl	12/12/2014 11:49 AM
38	One-day professional development options for Districts	12/12/2014 11:46 AM
39	Assessment changes (SBA, ACT, Aspire)	12/12/2014 11:12 AM
40	Children at Risk	12/12/2014 11:10 AM
41	Principals	12/12/2014 10:49 AM
42	state accountability changes	12/12/2014 10:19 AM
43	Disproportionality	12/12/2014 10:17 AM
44	SLD rule	12/12/2014 10:16 AM
45	inclusive practices - how to do it well	12/12/2014 9:43 AM
46	Manifestation determination and what people do with students after 10 days out	12/12/2014 9:08 AM
47	MOE	12/12/2014 9:03 AM
48	Discipline Issues	12/12/2014 8:55 AM
49	RDA	12/12/2014 8:48 AM
50	individual student behavior	12/12/2014 8:42 AM
51	low staff morale	12/12/2014 8:30 AM
52	EE	12/12/2014 8:27 AM
53	Educator Effectiveness	12/12/2014 8:25 AM
54	Mental health issues-students	12/12/2014 8:14 AM
55	Managing new assessments	12/12/2014 8:11 AM
56	Increasing number of students with disabilities	12/12/2014 7:57 AM

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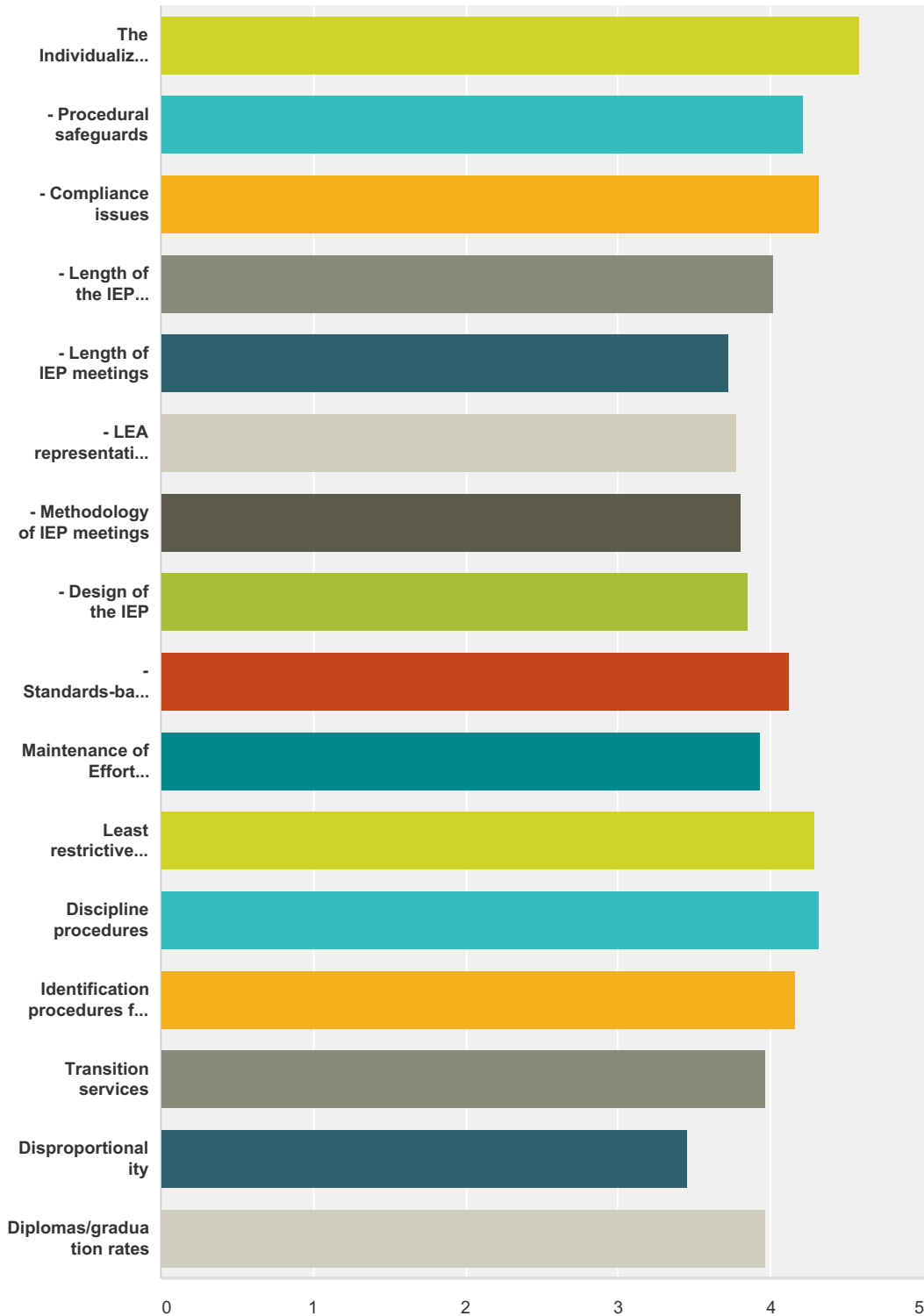
57	Finding qualified Psych, SLPs	12/12/2014 7:30 AM
58	Finding quality special education staff--pool is not deep	12/12/2014 7:07 AM
59	Caseloads	12/12/2014 5:10 AM
60	SLD Criteria in a MTSS	12/12/2014 4:43 AM
61	Lack of quality special education teacher training	12/12/2014 1:30 AM
62	Family systems that cannot support the intensity of high needs autism or significant mental health needs of students.	12/12/2014 12:00 AM
63	Funding	12/11/2014 8:50 PM
64	can't find personnel who will move to our community	12/11/2014 8:48 PM
65	Finding qualified staff	12/11/2014 8:40 PM
66	Professional Development	12/11/2014 8:35 PM
67	Drug/Alcohol Usage in Students	12/11/2014 8:06 PM
68	Budget	12/11/2014 7:34 PM
69	moe	12/11/2014 7:22 PM
70	severe behavioral issues	12/11/2014 7:10 PM
71	Students with Mental Health and behavioral concerns	12/11/2014 6:54 PM
72	Lack of funding	12/11/2014 6:45 PM
73	Training staff and Paras in behavioral interventions is an ongoing process. Never ends even with a School Psychologist	12/11/2014 6:18 PM
74	Lack of resources	12/11/2014 6:17 PM
75	Paperwork and deadlines	12/11/2014 6:11 PM
76	Working constantly to meet increasingly difficult situations	12/11/2014 6:10 PM
77	EE	12/11/2014 6:04 PM
78	Noneducational outside providers telling parents to tell the school what to provide for their child	12/11/2014 5:37 PM
79	Angry parents	12/11/2014 5:35 PM
80	Funding vs. needs	12/11/2014 5:33 PM
81	Developing supports system wide to meet students needs/developing culture within the school that we teach all students	12/11/2014 5:28 PM
82	behavior	12/11/2014 5:05 PM
83	Autism and regular education involvement	12/11/2014 5:02 PM
84	organizational capacity balanced against the district financial issues	12/11/2014 4:51 PM
85	lack of mental health services for students	12/11/2014 4:44 PM
86	Increased needs going up faster than number of students - justifying the increased staffing	12/11/2014 4:30 PM
87	Implementing UDL to meet the needs of all learners	12/11/2014 4:21 PM
88	Providing quality services to students who are expelled	12/11/2014 4:18 PM
89	Compliance requirements that have no impact on student outcomes	12/11/2014 4:18 PM
90	State and Federal Funding Issues	12/11/2014 4:08 PM
91	Funding - not enough	12/11/2014 3:57 PM
92	parent demands	12/11/2014 3:57 PM

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93	Lack of appropriate funding	12/11/2014 3:54 PM
94	Teacher distress secondary to demands of the job	12/11/2014 3:52 PM
95	Multiple new or evolving initiatives (EE, new tests, SLD, RTI, etc.)	12/11/2014 3:46 PM
96	Spport for high needs students and families	12/11/2014 3:42 PM
97	rules/regulations	12/11/2014 3:42 PM
98	Disproportionality and not being able to do anything about it	12/11/2014 3:41 PM
99	full implementation of multi levels of support	12/11/2014 3:40 PM
100	Being able to make significant changes within our entrenched systems (which are unhappy with status quo but even more reisistant to changing it) so we can be more effective rather than simply making minor changes to our system and hoping real changes to result (see 1 and 2)	12/11/2014 3:39 PM
101	open enrollment	12/11/2014 3:39 PM
102	The unknown impact of RAD	12/11/2014 3:38 PM
103	funding issues related to staffing	12/11/2014 3:38 PM
104	Funding	12/11/2014 3:34 PM
105	Keeping up with all of the mandated paperwork	12/11/2014 3:32 PM
106	lack of full special education funding	12/11/2014 3:31 PM
107	Rtl and SLD	12/11/2014 3:30 PM

Q20 As we look to the eventual reauthorization of IDEA, please indicate the importance of the following areas with regards to your position.

Answered: 125 Skipped: 10



WCASS Membership Survey 2014

	Very Important	Important	Average Importance	Slightly Important	Not at all Important	Total	Weighted Average
The Individualized Education Plan (IEP)	68.80% 86	20.80% 26	10.40% 13	0.00% 0	0.00% 0	125	4.58
- Procedural safeguards	43.20% 54	36.80% 46	18.40% 23	1.60% 2	0.00% 0	125	4.22
- Compliance issues	49.60% 62	35.20% 44	12.80% 16	2.40% 3	0.00% 0	125	4.32
- Length of the IEP document	37.10% 46	37.10% 46	18.55% 23	5.65% 7	1.61% 2	124	4.02
- Length of IEP meetings	23.39% 29	35.48% 44	35.48% 44	2.42% 3	3.23% 4	124	3.73
- LEA representative at the IEP	21.60% 27	44.00% 55	27.20% 34	4.80% 6	2.40% 3	125	3.78
- Methodology of IEP meetings	19.35% 24	48.39% 60	27.42% 34	4.03% 5	0.81% 1	124	3.81
- Design of the IEP	23.20% 29	44.80% 56	27.20% 34	3.20% 4	1.60% 2	125	3.85
- Standards-based IEPs	36.00% 45	44.00% 55	17.60% 22	0.80% 1	1.60% 2	125	4.12
Maintenance of Effort requirements (MOE)	31.20% 39	39.20% 49	22.40% 28	7.20% 9	0.00% 0	125	3.94
Least restrictive environment	45.97% 57	37.10% 46	16.94% 21	0.00% 0	0.00% 0	124	4.29
Discipline procedures	49.19% 61	35.48% 44	13.71% 17	1.61% 2	0.00% 0	124	4.32
Identification procedures for disability classification	39.84% 49	39.02% 48	19.51% 24	1.63% 2	0.00% 0	123	4.17
Transition services	25.20% 31	47.97% 59	25.20% 31	1.63% 2	0.00% 0	123	3.97
Disproportionality	21.95% 27	26.02% 32	29.27% 36	20.33% 25	2.44% 3	123	3.45
Diplomas/graduation rates	29.27% 36	40.65% 50	27.64% 34	2.44% 3	0.00% 0	123	3.97

#	Comments for "The Individualized Education Plan (IEP)"	Date
1	7 testing pages, some a week before school starts????!!	12/15/2014 3:40 PM
2	would appreciate greater emphasis on content vs. procedural	12/12/2014 10:19 AM
3	The Center of SPED	12/11/2014 6:10 PM
4	Paperwork has not been reduced - more and more forms are included	12/11/2014 4:00 PM
5	In general, if you have a tough parent the process is time consuming and frustrating for staff.	12/11/2014 3:57 PM
#	Comments for "- Procedural safeguards"	Date
1	Important for parents and us	12/11/2014 6:10 PM
#	Comments for "- Compliance issues"	Date
1	Need to reduce testing of students who already have qualified for a disability.	12/15/2014 6:38 AM
2	Need to do things with fidelity to be meaningful	12/11/2014 6:10 PM

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#	Comments for "- Length of the IEP document"	Date
1	Too long, special factors mostly redundant, what to include/not include	12/15/2014 3:40 PM
2	Need to reduce paperwork	12/15/2014 6:38 AM
3	TOO MUCH PAPERWORK	12/11/2014 8:50 PM
4	If we have another paperwork deduction, we will go broke! They are longer than ever!	12/11/2014 4:44 PM
5	IEPs have become longer!	12/11/2014 4:00 PM
#	Comments for "- Length of IEP meetings"	Date
1	We need time to communicate effectively with families	12/11/2014 6:10 PM
2	More so the issue of when does staff have time to meet to hold them	12/11/2014 3:52 PM
3	As we add PTP and other components, they are getting long	12/11/2014 3:34 PM
#	Comments for "- LEA representative at the IEP"	Date
1	LEAs must understand their role	12/11/2014 6:10 PM
#	Comments for "- Methodology of IEP meetings"	Date
1	I'm not sure what you mean by this	12/11/2014 8:50 PM
2	To increase efficiency and effectiveness	12/11/2014 6:10 PM
#	Comments for "- Design of the IEP"	Date
	There are no responses.	
#	Comments for "- Standards-based IEPs"	Date
1	To go with Standards based grading	12/11/2014 6:10 PM
2	I am not a proponent of standards based IEPs; Mark Shinn's work on using Progress Monitoring data to close the gap is more in alignment with my beliefs of how to develop IEPs that are measurable and we can be more accountable to student progress.	12/11/2014 4:00 PM
3	Are they going to be consistent from state to state	12/11/2014 3:34 PM
#	Comments for "Maintenance of Effort requirements (MOE)"	Date
1	With ACT 10, districts saved ALOT of money with appropriate changes in health insurance. The fact that these savings had to be factored into maintenance of effort costs was ridiculous. The reduction of these expenses would have NO impact whatsoever on students with disabilities.	12/15/2014 1:30 PM
2	Something needs to change to account for issues like what occurred in WI	12/11/2014 8:50 PM
3	Ever since Act 10 superintendents have been hesitant to add additional dollars to special education for fears of MOE. I have become quite close to my business manager within the last few years due to the federal funds having greater scrutiny as part of the single audit process.	12/11/2014 4:00 PM
#	Comments for "Least restrictive environment"	Date
1	Keeping kids in home schools, in reg ed with support, co-teaching, etc.	12/11/2014 6:10 PM
2	What does this mean from district to district	12/11/2014 3:34 PM
#	Comments for "Discipline procedures"	Date
1	Working with principals to ensure law followed	12/11/2014 6:10 PM
2	Act 125 and the associated expectation that we never touch a student provides student with the message that they have the ability to control the environment as well as the adults around them. I would never promote corporal punishment, but a complete hands off approach seems misguided to me.	12/11/2014 5:37 PM
3	Changes in restraint have impacted our ability to discipline	12/11/2014 3:34 PM
#	Comments for "Identification procedures for disability classification"	Date
1	Particularly OHI- too vague	12/15/2014 12:13 PM

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2	Especially sld	12/11/2014 7:22 PM
3	Identify the right students for the right reasons.	12/11/2014 6:10 PM
4	I support RtI as a best practice. I struggle with the appropriateness of using it to identify SLD.	12/11/2014 5:37 PM
#	Comments for "Transition services"	Date
1	are going to conflict with the push for graduation rates	12/15/2014 3:40 PM
2	college & career readiness for all	12/11/2014 6:10 PM
3	We are expecting a lot of schools without resources	12/11/2014 3:34 PM
#	Comments for "Disproportionality"	Date
1	How can it be fixed?	12/11/2014 3:41 PM
#	Comments for "Diplomas/graduation rates"	Date
1	Pushing Project SEARCH, which requires an additional year. Good for kids, bad for rate. HSED should count.	12/15/2014 3:40 PM

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Q21 Professional growth focus: Please indicate areas of interest for future conference options

Answered: 83 Skipped: 52

Answer Choices	Responses	
1	100.00%	83
2	87.95%	73
3	74.70%	62

#	1	Date
1	Inclusion	12/29/2014 8:38 AM
2	Continued SLD criteria	12/19/2014 9:04 AM
3	home bound education - options for students with high needs	12/17/2014 1:24 PM
4	Service Delivery Models	12/16/2014 10:22 AM
5	RDA	12/15/2014 3:40 PM
6	Interventions and progress monitoring for SLD	12/15/2014 2:10 PM
7	RTI- listing or listserve of Tier 1,2,3 interventions that are WORKING within a school district.	12/15/2014 1:30 PM
8	Continued Rtl, MTSS but with more sharng of resources such as interventions and intervention checklist.	12/15/2014 1:21 PM
9	Results driven accountability	12/15/2014 12:13 PM
10	RDA	12/15/2014 11:27 AM
11	academic best practice for closing the gaps	12/15/2014 10:11 AM
12	school based mental health services	12/15/2014 9:28 AM
13	Mental Health	12/15/2014 8:53 AM
14	SRBI's	12/15/2014 8:26 AM
15	Creative programming	12/15/2014 6:38 AM
16	See above re issues that cause the most distress	12/14/2014 10:18 AM
17	Policy development-how to's, how not to's, what policies should we have in place and what are optional	12/13/2014 9:32 AM
18	SLD without a school psych	12/12/2014 9:17 PM
19	Service delivery models	12/12/2014 5:35 PM
20	Results Driven Accountability (Graduation rates and Reading levels)	12/12/2014 4:35 PM
21	successful day treatment & mental health programs	12/12/2014 4:25 PM
22	Continued Rtl ideas	12/12/2014 1:40 PM
23	UdL - strategies for engaging regular ed teachers in the process	12/12/2014 12:50 PM
24	Teachers are really looking how to show/measure growth in terms of accountability	12/12/2014 12:40 PM
25	Suspension, expulsion and manifestation determinations	12/12/2014 12:28 PM
26	maintaining sanity in our crazy roles	12/12/2014 12:22 PM
27	Autism services	12/12/2014 12:10 PM

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28	Mental Health	12/12/2014 12:05 PM
29	grad rates	12/12/2014 11:50 AM
30	Transfer of Service	12/12/2014 11:49 AM
31	Case Law in Special Educaiton	12/12/2014 11:46 AM
32	Standards Based IEP	12/12/2014 11:12 AM
33	Mental Health	12/12/2014 11:10 AM
34	Mental Health services	12/12/2014 10:49 AM
35	state funding formulas (anticipated changes)/school choice voucher allocations	12/12/2014 10:19 AM
36	Results Driven Accountability	12/12/2014 10:17 AM
37	transition services	12/12/2014 10:16 AM
38	Legal issues	12/12/2014 9:43 AM
39	SLD rule clarified better	12/12/2014 9:03 AM
40	Funding Mechanisms	12/12/2014 8:55 AM
41	Discipline - What to do with students after a manifestation	12/12/2014 8:48 AM
42	significant student behaviors	12/12/2014 8:42 AM
43	RDA	12/12/2014 8:30 AM
44	Standards-based IEPs	12/12/2014 8:27 AM
45	Diplomas/graduation options	12/12/2014 8:14 AM
46	Results driven IEP's	12/12/2014 8:11 AM
47	Results Driven Accountability (Application, not just information or update on development)	12/12/2014 8:10 AM
48	Accommodations in the new state testing	12/12/2014 7:30 AM
49	Literacy and Math Intervention	12/12/2014 4:43 AM
50	Paraprofessional training models	12/12/2014 1:30 AM
51	Co-Service models; leading beyond inclusion (Frattura)	12/12/2014 12:00 AM
52	Mental Health	12/11/2014 8:50 PM
53	Mental health	12/11/2014 8:40 PM
54	School based mental health services	12/11/2014 8:35 PM
55	Legal Perspectives	12/11/2014 8:06 PM
56	mental health, behavioral supports, autism	12/11/2014 7:10 PM
57	Mental health services- school based	12/11/2014 6:54 PM
58	Special Education finance	12/11/2014 6:18 PM
59	Behavioral interventions	12/11/2014 6:17 PM
60	Dual roles - psych/director are becoming more common.	12/11/2014 6:11 PM
61	Strategies to help students with mental health issues	12/11/2014 6:10 PM
62	continued focus on RDA	12/11/2014 6:04 PM
63	The legal updates are a must.	12/11/2014 5:37 PM
64	Transfer of Service	12/11/2014 5:35 PM
65	inclusion	12/11/2014 5:05 PM

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66	Building organizational capacity	12/11/2014 4:51 PM
67	UDL	12/11/2014 4:44 PM
68	Results driven accountability	12/11/2014 4:18 PM
69	Federal Funding/MOE	12/11/2014 4:08 PM
70	18-21 programming	12/11/2014 3:57 PM
71	Mental Health resources and ideas for supporting children	12/11/2014 3:54 PM
72	Finance knowledge including ways to stretch the budget	12/11/2014 3:52 PM
73	Graduation rate for CWD	12/11/2014 3:46 PM
74	MOE	12/11/2014 3:42 PM
75	budgets	12/11/2014 3:42 PM
76	Mental Health	12/11/2014 3:41 PM
77	assessment accessibility	12/11/2014 3:40 PM
78	I would love to see presentations from districts in Wisc. or other states) where they are providing innovative (and research based) special ed programs and delivery models	12/11/2014 3:39 PM
79	MOE	12/11/2014 3:39 PM
80	RAD	12/11/2014 3:38 PM
81	Leadership	12/11/2014 3:38 PM
82	Statewide assessment	12/11/2014 3:32 PM
83	leadership opportunitis	12/11/2014 3:30 PM
#	2	Date
1	How to best train teaching assistants to handle challenging students	12/29/2014 8:38 AM
2	Open Enrollment Issues	12/19/2014 9:04 AM
3	state testing	12/17/2014 1:24 PM
4	Program audits	12/16/2014 10:22 AM
5	Once eligible under anything, open to all services-SL artic only have issues with this	12/15/2014 3:40 PM
6	Mental Health	12/15/2014 2:10 PM
7	Assessments to identify skills to be targeted during RTI tiered interventions	12/15/2014 1:30 PM
8	Creative ways to use SPED budgets to support MTSS. Some of this will be covered at the federal funding conference but more is appreciated and benneficial.	12/15/2014 1:21 PM
9	Standards based IEP's	12/15/2014 12:13 PM
10	Educator Effectiveness and the Special Education Teacher	12/15/2014 11:27 AM
11	Academic Career Planning	12/15/2014 9:28 AM
12	Law	12/15/2014 8:53 AM
13	SLD	12/15/2014 8:26 AM
14	Post secondary services	12/15/2014 6:38 AM
15	Conflict Resolution between staff members...doesn't happen with many staff, but issues do occur	12/13/2014 9:32 AM
16	SRBIs at the HS level - especially in Math	12/12/2014 5:35 PM
17	Transition services	12/12/2014 4:35 PM
18	Transition resources	12/12/2014 1:40 PM

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19	Effective math interventions	12/12/2014 12:50 PM
20	Providing grade level access to the CC for students	12/12/2014 12:40 PM
21	Student Records (specifics- where to keep them, example of separate academic, behavioral, health,etc., access, move in and move out files) Model procedures that can be shared.	12/12/2014 12:28 PM
22	collaborating and working with principals and other CO staff	12/12/2014 12:22 PM
23	Instructional Models	12/12/2014 12:10 PM
24	Standards Based IEPs	12/12/2014 12:05 PM
25	transition	12/12/2014 11:50 AM
26	Mental Health	12/12/2014 11:49 AM
27	Budget in Special Education	12/12/2014 11:46 AM
28	Efficient, yet meaningful IEP meetings	12/12/2014 11:12 AM
29	Educator Effectiveness	12/12/2014 11:10 AM
30	spec ed voucher	12/12/2014 10:19 AM
31	Disproportionality	12/12/2014 10:17 AM
32	Inclusive practices	12/12/2014 9:43 AM
33	Evidence/Scientific Research Based recommendations from DPI	12/12/2014 9:03 AM
34	Shortages of Professionals	12/12/2014 8:55 AM
35	Mental Health issues in students	12/12/2014 8:48 AM
36	standards based IEP	12/12/2014 8:42 AM
37	MTSS	12/12/2014 8:30 AM
38	Disproportionality	12/12/2014 8:27 AM
39	discipline options/placement	12/12/2014 8:14 AM
40	Practical SLD implementation	12/12/2014 8:11 AM
41	Co-Teaching, Service Delivery Models, and Continuum of Services for Students	12/12/2014 8:10 AM
42	Educator Effectiveness	12/12/2014 7:30 AM
43	Programming for students with severe behaviors / mental health needs	12/12/2014 4:43 AM
44	Options for addressing mental health	12/12/2014 1:30 AM
45	Programming for unique needs students beyond the traditional school program	12/12/2014 12:00 AM
46	Lack of resources, especially in rural areas, and in the area of behavior/mental health	12/11/2014 8:50 PM
47	Options for students who have significant behavior issues	12/11/2014 8:40 PM
48	Caseload management	12/11/2014 8:35 PM
49	Stress Management	12/11/2014 8:06 PM
50	high-quality reading instruction that focuses on comprehension, not just discrete skills programs	12/11/2014 7:10 PM
51	Leadership skills dealing with difficult staff and parents	12/11/2014 6:54 PM
52	Systemic change within a school and district organization	12/11/2014 6:18 PM
53	FBA/BIPS	12/11/2014 6:17 PM
54	Real life ways to increase reading scores for SPED students	12/11/2014 6:10 PM
55	literacy and math resources	12/11/2014 6:04 PM

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56	In light of autism rates increasing, a session on strategies to help them be successful would be nice.	12/11/2014 5:37 PM
57	Supporting students refused by mental health facilities for being too violent.	12/11/2014 5:35 PM
58	UDL	12/11/2014 5:05 PM
59	trends in SE, 504, etc	12/11/2014 4:51 PM
60	Putting the Special Back into Special Education	12/11/2014 4:44 PM
61	MAC/SBS	12/11/2014 4:18 PM
62	EE- Specifically related to special ed. teachers	12/11/2014 4:08 PM
63	Programs for training or retraining for cross cat certification spanning all grade levels	12/11/2014 3:57 PM
64	How to better partner with county entities to support children	12/11/2014 3:54 PM
65	Implementing change	12/11/2014 3:52 PM
66	EVALUATION OF Programs /Effectiveness	12/11/2014 3:42 PM
67	mental illness	12/11/2014 3:42 PM
68	Disproportionality	12/11/2014 3:41 PM
69	inclusive practices	12/11/2014 3:40 PM
70	Time and effort reporting changes	12/11/2014 3:39 PM
71	Results driven accountability	12/11/2014 3:38 PM
72	Finding programs,practices, methodologies to close the acheivement gap	12/11/2014 3:32 PM
73	time management strategies for directors (specific to our role)	12/11/2014 3:30 PM
#	3	Date
1	Interventions that work and provide benefits for students	12/29/2014 8:38 AM
2	Transition	12/19/2014 9:04 AM
3	Discipline and other Legal issues	12/16/2014 10:22 AM
4	How about presenting to superintendents at theirs, so they can really get an idea of what we're doing. Doesn't seem to matter what we give them/say, according to many colleagues this year.	12/15/2014 3:40 PM
5	Standards-based IEPs	12/15/2014 2:10 PM
6	Standards Based IEPs	12/15/2014 11:27 AM
7	Mediation	12/15/2014 9:28 AM
8	Dealing with extreme behaviors and mental health in the classroom	12/15/2014 6:38 AM
9	Developing a sustainable and effective inclusive model	12/13/2014 9:32 AM
10	Autism/discipline	12/12/2014 5:35 PM
11	Assessment accommodations and supporting student to take assessments	12/12/2014 4:35 PM
12	Autism resources & training	12/12/2014 1:40 PM
13	Research-based social skill instructional materials	12/12/2014 12:50 PM
14	Aligning IEPs to the CC	12/12/2014 12:40 PM
15	how to provide the best PD/coaching to grow staff	12/12/2014 12:22 PM
16	Mental Health issues	12/12/2014 12:10 PM
17	Educator Effectiveness	12/12/2014 12:05 PM
18	literacy gaps with sped students	12/12/2014 11:50 AM
19	Rtl	12/12/2014 11:49 AM

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20	Professional Development for Special Education	12/12/2014 11:46 AM
21	Transition requirements	12/12/2014 11:12 AM
22	Budgeting	12/12/2014 11:10 AM
23	proposed changes to accountability (i.e. "grading" of district/schools)	12/12/2014 10:19 AM
24	SLD Criteria - specific interventions	12/12/2014 10:17 AM
25	effective IEP writing	12/12/2014 9:43 AM
26	How do we get students interested in pursuing a career in education	12/12/2014 9:03 AM
27	Seeing large increases in academic achievement	12/12/2014 8:48 AM
28	Trauma informed practices	12/12/2014 8:42 AM
29	Mental health in schools	12/12/2014 8:30 AM
30	Discipline procedures	12/12/2014 8:27 AM
31	standard based IEPs	12/12/2014 8:14 AM
32	Mental Health Services in schools	12/12/2014 8:11 AM
33	IEP's - How to make them results driven and outcome based	12/12/2014 8:10 AM
34	MOE	12/12/2014 7:30 AM
35	How to use WISEdash data to inform your practices	12/12/2014 4:43 AM
36	RDA and SDD	12/12/2014 1:30 AM
37	LRE and UDL	12/12/2014 12:00 AM
38	Specifics in terms of what is a good tier 3 intervention that meets the LD law requirements	12/11/2014 8:50 PM
39	Personnel issues and professional time	12/11/2014 8:35 PM
40	Standards Based IEPs and Grading	12/11/2014 8:06 PM
41	legal updates	12/11/2014 7:10 PM
42	Closing achievement gaps in reading with sped students	12/11/2014 6:54 PM
43	Behavioral Interventions	12/11/2014 6:18 PM
44	research based interventions that work	12/11/2014 6:17 PM
45	Leadership: how to manage groups and projects effectively	12/11/2014 6:10 PM
46	caseload mgmt	12/11/2014 6:04 PM
47	Strategies for dealing with mental health and violent/aggressive behaviors in young children.	12/11/2014 5:37 PM
48	RDA	12/11/2014 5:05 PM
49	legal updates	12/11/2014 4:51 PM
50	Dealing with mental health issues in the school setting	12/11/2014 4:44 PM
51	UDL	12/11/2014 4:18 PM
52	Supporting staff	12/11/2014 4:08 PM
53	Results on standardized state testing for special needs students	12/11/2014 3:57 PM
54	Assessment issues/changes	12/11/2014 3:54 PM
55	Staff discipline procedures or guidelines	12/11/2014 3:52 PM
56	Structure of program/Best Practices	12/11/2014 3:42 PM

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57	planning	12/11/2014 3:42 PM
58	how to connect all initiatives	12/11/2014 3:41 PM
59	Rtl	12/11/2014 3:40 PM
60	DPI Sped Web Portal - claiming, budgets, etc.	12/11/2014 3:39 PM
61	RTI	12/11/2014 3:38 PM
62	Learning more about the in's and out's of School Based Billing and Medicaid	12/11/2014 3:32 PM