



December 13, 2019

Dear Linda,

Shuler Education Center

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Dr. Scott McWilliams
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Bruce Stiles, CPA
Executive Director
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Martin Weishaar, APR
Director of Communications

Please use any of this testimonial for your website. Thank you for the work you did in our district.

We requested technical assistance from KSDE to address concerning numbers of ESI events at one of our buildings. We believed that changes in leadership, programming, and staffing were contributing to an over-reliance of seclusion and restraint and as district leaders, we were unable to dedicate the time and presence we believed would be necessary to understand how these factors were related. It was our intent to learn from the TA in order to facilitate change.

Linda spent a considerable amount of time in the building conducting formal and informal interviews and observations, and as a result was able to understand the cultural beliefs that supported the over use of ESI. Therefore, she was successful in joining with staff members to make alternative plans for individual students. She facilitated a series of meetings to develop and revise student support plans, involving key stakeholders and leveraging the skills and knowledge of building and district team members to accomplish viable plans for eight students.

Linda's experience with buildings and programming across the state allowed her to compare staffing patterns, special education services, and administrative practices in this building. This proved to be a critical element when working with the staff around needed changes as she was able to "normalize" the challenges faced by this faculty, thereby uncovering some of the counterproductive behaviors and beliefs exhibited by the adults, and helping the team understand the impact of those behaviors and beliefs on their students' behavior. This feedback was received as credible from an outside "expert".

Linda's leadership and recommendations were precisely what was needed in this building at this time. Her pragmatic approach, coupled with her overt desire to understand, was the perfect blend to bring about change. The fact that she was able to spend a considerable amount of time in the building to learn the culture provided her with a rich context within which to engage the staff in meaningful planning.

We were grateful for Linda's approach and support as she worked in our district and would not hesitate to call upon her again in the future.

Ann L. Matthews, Ed.D.
Executive Director, Teaching and Learning

Jaime Callaghan, Ed.S.
Director, Student Services

