



VT-HEC Inc.
Commitments to Operational Characteristics
VT-HEC Board, March, 2016

The VT-HEC Board of Directors and leadership commit to operating the VT-HEC in a manner that is consistent with its values, principles, and priorities, with the goal of promoting and supporting successful outcomes for all students. To accomplish this, the VT-HEC has focused on efforts that ensure the availability of well-trained, effective professionals and support staff, especially those that work with children and students with learning and behavior challenges.

VT-HEC Values, Principles, and Priorities:

1. Relevant and responsive to the field
2. Collaborative in its general operation, design and delivery of offerings
3. Maintain effectiveness through research-based design, content, and delivery of its offerings
4. Utilizing top experts from the field
5. Responding to the accessibility needs of its customers
6. Increasing capacity of personnel within the VT-HEC and field
7. Managed in a manner that balances fiscal realities with the ability to attract and retain quality staff

In order to implement these values, principles, and priorities, the VT-HEC commits to the following operational characteristics:

1. Relevant And Responsive To The Field

- a. Addresses critical or unmet needs created by:
 - i. changes in federal/state law, regulation, initiatives, etc.
 - ii. student, school, and personnel needs
 - iii. state data regarding personnel shortages and content needs
- b. Responds quickly to needs, changes, and trends—at the local, regional, and state-wide levels
 - i. develops and offers courses and workshops in a timely fashion
 - ii. remains open and flexible in its ability to respond
- c. Addresses lower incidence areas

2. Collaborative In Its General Operation, Design And Delivery Of Offerings

- a. Forms advisory and steering committees, and meets with other organizations and experts to consult and advise on its programs and offerings
- b. Promotes interaction of experts in a “community of practice” model
- c. Utilizes collaboration to develop, deliver, and maintain programs, advisory groups, etc.
- d. Partners and collaborates with staff and leadership of schools, higher education, professional organizations, state and regional agencies and content experts and consultants.
- e. Balances necessary competition with other professional learning providers with fair and open relationships; collaborating and partnering where feasible.

3. Maintaining Effectiveness Through Research-Based Design, Content, And Delivery Of Its Offerings

- a. Design and content of programs and offerings is taken from current research from a variety of reliable sources including education neuroscience and technology, child development and psychology, leadership, proven education and systems practices, etc.
- b. Articulates expectations for instructors and presenters related to recognized research principles and provides supports for their utilization
- c. Emphasizes application and practice of skills and knowledge in its offerings
- d. Emphasizes longer range programs over “one and done” events
- e. Incorporates on-going support promoting continuous school improvement where feasible
- f. Strives for coherence and coordination in its program design, delivery and content
- g. Designs and utilizes evaluations based on the implementation of these principles
- h. Develops in-school expertise and capacity to implement programs and offerings
- i. Works to maintain quality and consistent leadership dedicated to these principles

4. Utilizing Experts From The Field

- a. Contributes to relevance and effective implementation by utilizing top experts from the field
- b. Utilizes expertise from a wide variety of sources/organizations
- c. Emphasizes use of practitioners as presenters, advisory group members, instructors, etc.

5. Responding To The Accessibility Needs Of Its Customers

- a. Remains student-centered, keeping working professionals in mind in the design of offerings
- b. Uses technology in the delivery of its offerings to increase participation, accessibility, application, effectiveness and collaboration
- c. Works to seek and provide incentives for participation in critical needs

6. Increasing Capacity Of Personnel Within The VT-HEC And Field

- a. Provides career opportunities and a career ladder for staff and field practitioners
 - i. provides opportunity and support for growth of personnel as instructors, mentors, consultants, supervisors, adjuncts, etc.
 - ii. offers programs leading to licensing endorsements, certificates, etc.
- b. Works to keep school personnel interested and engaged to continue participation and application of knowledge and skills
- c. Builds leadership capacity and expertise

7. Managed In A Manner That Balances Fiscal Realities With The Ability To Attract And Retain High Quality Staff, And Maintain Quality And Innovation In Its Programing

- a) Balances fiscal responsibility with practices which maintain the quality of its staff and programs
- b) Balances organization sustainability with addressing identified needs and innovation
- c) Utilizes market-driven approach while addressing low incidence needs
- d) Maintains sufficient revenue to sustain itself while limiting cost increases
- e) Explores investments in future programs and offerings where feasible
- f) Maintains quality and consistent leadership dedicated to implementing these principles