

21st Century Literacies in Small Bites *(Transition and Reentry)*

Maggie Lykens

Information, media, and technology literacies are vital abilities for incarcerated individuals to develop as they prepare to reenter our communities. This presentation will explore ways to teach these skills by incorporating them into existing lessons and interactions with incarcerated students.

A Measurable Model for Reentry Success | Orijin Employability Framework

(Transition and Reentry)

Adam Henderson, Gina Simowitz

Correctional educators are driven by purpose, but too often, they lack the tools to demonstrate how their work translates into meaningful outcomes for justice-impacted learners. This session introduces a timely and transformative solution: the Employability Framework—a measurable, evidence-based model that helps educators track the development of real-world skills tied to sustainable employment and reduced recidivism.

Led by senior leaders and long-time advocates for education as a tool for reentry, this session explores the national workforce context—including data from Deloitte and The Manufacturing Institute’s 2024 study on the growing need for skilled and soft-skilled workers—and highlights the critical role corrections can play in meeting this need.

Attendees will learn and discuss how the Employability Framework measures employability across technical, academic, enduring/soft skills, and personal development—giving educators visibility into learner progress and true readiness for work. Attendees will also preview Orijin’s newly launched educator dashboards that simplify tracking of certificates, completions, and credential attainment.

A Proposed Model for Inclusive Correctional Education to Support Individuals with Disabilities *(Special Populations)*

Michael Krezmien, Bernard Audette, Ryan Wells

This presentation will involve a review of the education of individuals with disabilities in adult correctional settings, an overview of the legal entitlements to education afforded by the IDEA and the ADA, and an overview of a model for delivering secondary and post-secondary education (including special education) to individuals with disabilities. This presentation will present examples from current practices in a state DOC that has piloted the expansion of special education services as part of its educational programming. The presentation will include alternative pathways for individuals with disabilities, including alternatives that utilize the Ability to Benefit regulations. Finally, it will involve an open discussion among the participants to identify the challenges and the successes correctional educators face.

Ability to Benefit: Alternative Educational Pathways for Students with Disabilities and Diverse Learning Needs *(Special Populations)*

Ryan Wells, Michael Krezmien, Bernard Audette

Ability to Benefit (ATB) is a federal provision under the Higher Education Act that allows students without a high school diploma or recognized equivalent (such as a GED) to access federal financial aid if they demonstrate their capacity to benefit from postsecondary education. Federal regulations outline three pathways to ATB eligibility.

This interactive session will provide an overview of ATB and facilitate a discussion on its potential application in correctional education settings. This session will explore how ATB could expand access to Pell Grants for incarcerated students with disabilities or diverse learning needs who lack a high school credential. Correctional educators, correctional education administrators, and other

stakeholders will be invited to share a) their knowledge or ideas about ATB and Eligible Career Pathway Programs; b) the potential applicability of ATB in correctional institutions; and c) practical considerations and potential barriers to implementation in correctional settings.

Revitalizing Adult Education: Active Learning Strategies for CTE and Academic Adult Learners *(Professional Development)*

Holly Shoemake

This presentation will explore how **Active Learning** techniques can transform adult education in Academic Education and the Career Technical Education settings. With a shift away from passive lectures, active learning empowers learners to engage with material, collaborate, and retain information more effectively making it particularly relevant for adult learners seeking educational success. Participants will differentiate active learning from traditional teaching techniques through a hands-on approach in this presentation. Participants will leave with a plethora of active learning techniques correctional education friendly and cost effective. The presentation will focus on CEA educators, curriculum designers, instructional coordinators, and program directors seeking to enhance learner engagement and outcomes in adult and continuing education programs. The ideas shared will allow tutors and teachers to work smarter, not harder.

Apple in Correctional Education *(Career and Technical Education)*

Apple, Inc.

Join us for an overview of how Apple devices and free curriculum can transform learning in Correctional Education. Hear about iPads in CTE, Macs in Graphic Arts and App Development, and correction-friendly iPhone training for individuals who have never used a smart phone before. Time will be set aside for Q&A as well.

Become a Reading Expert in 60 Minutes *(Adult Education and High School)*

Laura Axtell

Ever wondered how to effectively explain challenging words while students are reading? This session is designed to equip attendees with the knowledge of consistent English patterns that support all reading levels and English language learners. Participants will gain insights into common language structures applicable across any text and uncover fascinating aspects of English often overlooked in traditional teaching. Through hands-on practice with authentic texts and a valuable instructional resource, participants will leave ready to apply these strategies in daily teaching.

Being An Effective Correctional Educator *(Leadership)*

Dr. Cathy Tapley

Tailored for the new correctional educator as they embark on this journey, this presentation walks participants through a new understanding of the incarcerated adult learner and their unique challenges. Describing the use of evidence based practices, humor, realism, compassion, and innovation, Dr. Tapley gives real life examples of how Florida has reached record successes in the last five years by employing new and exciting opportunities for the population. Given in a lively and realistic way, this session teaches how new correctional educators can positively influence students' lives so they can be ready to make a meaningful difference in the field of correctional education.

Breaking Barriers: Career Readiness for Incarcerated Students *(Transition and Reentry)*

Muriel Leewright, Landee Thorn

iCEV and various partners will demonstrate how iCEV helps incarcerated students identify their strengths within specific career clusters through a targeted assessment on the iCEV platform—administered at intake rather than at the end of incarceration. Based on the assessment results, students are guided into career pathways and aligned with relevant industry-recognized certifications. The program goes beyond traditional career preparation by also addressing key barriers to reentry. By combining workforce training with comprehensive reentry support, this initiative equips learners with the tools and knowledge needed for successful post-release employment. This presentation will offer a practical implementation plan, highlight both challenges and successes, and provide actionable strategies for adapting this model to other correctional education programs

Bridging Education and Industry from Intake to a Job Through Technology and Collaboration. *(Transition and Reentry)*

Landee Thorn, Christopher Aro, Muriel Leewright

This presentation will explore the evolving intersection of education, technology, and employment opportunities shaping the future of the workforce. By expanding access to high-quality education and job-ready skills through a secure learning management platform, incarcerated learners can pursue career pathways aligned with both digital and in-person courses, as well as high-demand jobs within their communities.

Attendees will leave with practical insights into how collaborative educational technologies can empower learners, support educators, and address the evolving demands of the modern labor market across a wide range of learning environments.

Bridging the Gap: Online High School and Equivalency Programs in Corrections Education *(Adult Education and High School)*

Steve Stookey, Matthew Graves

Education plays a pivotal role in reducing recidivism and preparing incarcerated individuals for a successful future. This session will explore how online high school and equivalency programs can be effectively implemented in both adult and juvenile justice settings. Corrections education professionals will learn about innovative online learning platforms, best practices for delivering digital education in secure environments, and strategies for overcoming common challenges such as limited technology access and individualized learning needs.

Building a Bridge to Success: Boosting Students' Learning and Test-Taking Ability *(Adult Education and High School)*

Teddy Edouard

This interactive session will discuss adult learning theories and explore 12 cognitive science insights and high-impact test prep strategies to maximize learning and sharpen learners' test-taking ability. Attendees will receive evidence-based guidance and tools to set learners up for exponential success in and outside the classroom.

This session is divided into three parts: 1) define types of learning or knowing, 2) summarize a Theory of Learning and its implications for learning and test preparation, and 3) use scenarios and case studies to explore 12 evidence-based high-impact test prep strategies to increase learning to boost Measurable Skills Gains (MSGs). Participants will reflect on the strategies and develop action steps to leverage

more evidence-based test prep decisions in their teaching context. Time will be available for Q & A and sharing teaching resources.

Building Bridges to Quality Jobs through Work-Based Learning (*College and Career Readiness*)

Rebecca Villarreal, Krysti Specht, Raquel Pinderhughes, Ved Price

Work-based learning (WBL), a comprehensive career preparation strategy that mixes hands-on workplace training with aligned learning experiences, builds bridges for learners and workers with a history of incarceration. Departments of corrections, colleges and universities, employers, community-based organizations and other stakeholders can work together to ensure learners and workers who are currently incarcerated develop employability and technical skills, industry insights, and professional connections to enter, succeed, and advance in their careers. High-quality WBL experiences lead to better employment, more money, and better economic outcomes for learners and workers, while addressing employers' critical talent needs with a skilled workforce. Together, we can reimagine learning and ensure 75 million Americans facing barriers to economic advancement will have quality jobs by 2033. Join us to learn more about Jobs for the Future's newly released Work-Based Learning Framework and hear from the Alliance for Higher Education in Prison and Roots of Success, two organizations leading the way in leveraging work-based learning through pre-apprenticeships, apprenticeships, internships and fellowships.

Building Intrinsic Motivation Through Strengths-Based Education in Prisons (*Adult Education and High School*)

Jeffrey Bohn, Michelle Pfaff, Kelly Beltran, Matthew Hippen

This joint presentation by Shining Light and the North Dakota DOCR explores how strengths-based programming—grounded in positive psychology—has positively impacted correctional education in North Dakota over the past four years. Using interventions focused on character strengths, gratitude, resilience, empathy, and teamwork, the initiative has significantly increased engagement, motivation, and educational success among incarcerated learners. Outcomes include a 25% drop in violent incidents, 26% rise in positive behavior reports, and a 47% increase in willingness to participate in programming. Presenters will share key practices, outcome data, and a practical framework for replicating this approach in other correctional education settings.

Building Together: Laying the Foundation for Your CEA Chapter (*Leadership*)

Kiara Graham, LaKeshia Adams, Susan McKee

Starting a new CEA chapter is more than just paperwork—it's about creating a vibrant, connected community from the ground up. In this interactive workshop, participants will be walked through the essential documents needed to launch a state chapter, including policy and procedures, membership guidelines, and leadership structures. This session will explore how these foundational materials can support a chapter's mission, values, and long-term sustainability.

Whether your State is just beginning or refining plans, this session will equip States with the tools and insights to build a chapter that thrives on connection, clarity, and shared purpose.

Corrections Education Navigators: Supporting Reentry through a College Community of Resources *(Transition and Reentry)*

Chastity Pennington, Rachel Couche, Stephenie Jekel, Steven Gosslin

This session explores the vital role of Corrections Education Navigators in Washington State's community and technical colleges, who provide holistic, wrap-around support to incarcerated and formerly incarcerated students navigating the path to successful reentry. Through strong partnerships with Washington's DOC, college campuses, and community organizations, Navigators connect students with educational opportunities, financial aid, career services, and reintegration resources. Attendees will gain a deeper understanding of how Navigators serve as bridges between corrections education and the broader college community. The session will highlight both the successes and the systemic challenges Navigators face in delivering equitable, student-centered support. Participants will leave with actionable insights, scalable strategies, and an appreciation for how a community of coordinated resources can strengthen reentry outcomes and reduce recidivism.

Crossing Borders: New Paradigm for Success for Career Readiness in Adult Learners *(Special Populations)*

Jerry Goodwin, Daryl Green, Ramona Curtis

Dr. Jerry Goodwin, Dr. Daryl Green, and Dr. Ramona Curtis will explore and examine innovative, collaborative learning techniques that encourage engagement and knowledge sharing among diverse student populations in high schools, colleges and universities, and prisons. The presentation will highlight practical strategies tailored to engage adult learners, emphasizing experiential learning, skill development, and career planning. By utilizing unique teaching techniques that accommodate various learning styles and life experiences, we will inspire educators to embrace the potential of every student. Participants will leave with practical insights and actionable methods to empower underserved populations and help them navigate the pathway to fulfilling careers.

Data with Purpose: Advancing Educational and Reentry Outcomes Through BID *(Postsecondary Education: Pell Grants)*

Macy Pickman, Ess Pokornowski, Alex Monday

This session will explore the critical role of data collection in supporting the Best Interest Determination (BID) process, emphasizing why this practice is essential for informed decision-making and effective service delivery. Ithaka S+R will provide attendees with insight into data collection, reporting, and evaluation processes and infrastructure from a broad, systems-level perspective, mapping the data landscape across stakeholder institutions and charting how it might shape policy and be used to improve outcomes.

The Kansas Department of Corrections will discuss how Best Interest Determination (BID) principles are being embedded into Memorandums of Agreement (MOAs) and the semester reporting process. Conducted three times a year, these reports create consistent opportunities for data collection, offering deeper insight into the partnership between post-secondary education providers and the Department of Corrections. This session will highlight how these structured data practices enhance cross-agency collaboration and support both educational outcomes and reentry planning. This session will also introduce strategies for incorporating optional BID metrics to expand the focus beyond educational programming.

Data-Driven Excellence: Using Evaluation to Strengthen Correctional Education Programs *(Leadership)*

Trevor Fronius, Robert Vehock

When implementing educational strategies within correctional settings, establishing data collection, analysis, and dissemination processes allows correctional leadership to prioritize resources, determine program effectiveness, and measure progress toward educational and reentry goals. This practical workshop will provide examples of quantitative and qualitative data that correctional education practitioners should consider, help teams determine appropriate collection frequencies, and discuss how to use such data to inform continuous improvement over time. Drawing from examples within Louisiana DOC and its Short Term Enhanced Program (STEP) initiative, the workshop showcases how evaluation partnerships can inform continuous improvement efforts using common and often low burden process and outcome evaluation activities. Participants will learn how ongoing evaluation monitoring enhances program implementation and explore approaches for integrating evaluation processes into existing correctional education programming.

Empowering Adult Learners Through Entrepreneurship: Designing Effective IET Programs *(Transition and Reentry)*

Deanna Crosson

Explore how entrepreneurship-themed Integrated Education and Training (IET) programs can provide adult learners with practical, transferable skills for successful reentry. This session highlights how correctional education programs can embed entrepreneurship into academic instruction while promoting workforce readiness, problem-solving, and self-sufficiency. Learn how project-based learning, contextualized instruction, and reentry-aligned career planning can empower learners to create opportunities for themselves and their communities.

Family Literacy Program Outcomes: Measuring the Impact of Family Literacy on Children Academic Performance *(Special Populations)*

Jerry Brown

This presentation will provide an update on the Family Literacy Program at Windham School District, highlighting recent data on participant engagement and outcomes for both incarcerated parents and their children. Attendees will learn how the program's structure supports academic growth and enhances the emotional well-being of children. The presentation will explore key indicators of success such as consistent participation, effective communication with school staff, and child-centered literacy interactions that together create a strong foundation for achievement among children impacted by parental incarceration.

This presentation will examine the program's positive impact on caregivers, many of whom report increased accountability in their child's education, stronger co-parenting, and a reduced need for direct academic intervention at home. The presentation will outline strategies for preparing incarcerated parents to assume full parental responsibilities upon reentry into their communities, and discuss how long-term success is defined, measured, and supported to ensure continued growth and meaningful outcomes for families engaged in the program.

Fill the Holes and Build A Trellis: Adolescents Who Struggle with Reading *(Adult Education and High School)*

Jean Schedler

The Time is NOW for explicit literacy instruction to be woven into upper-level content instruction and reading materials.

Discover how an urban high school partnered with a reading and dyslexia expert (beginning in 2014) to transform literacy instruction in their middle and high schools to address the needs of their students struggling with reading. Hear about lessons learned and the importance of respecting context. As the science of how the brain learns to read unfolds, it brings clarity and understanding of literacy "holes" exhibited by adolescents struggling with reading. Let's fill those holes while building a trellis to grow higher levels of decoding, encoding, and deriving meaning from the printed word. Recommendation: Watch "Sold a Story: How Teaching Kids to Read Went So Wrong" podcast by Emily Hanford before attending this session.

From Commitment to Commencement - Grads, Gains, and the Secret Sauce! *(Adult Education and High School)*

Susan Harder, Amy Sturm

Nebraska Department of Correctional Service's (NDCS) Education Department is the number one performer for adult education of the AEFLA Funded Providers in Nebraska. While our program may not be the largest, we produce the most graduates and gains and consistently have over the last 20 years. How do we do this? That's the Secret Sauce!

As a State, Nebraska Department of Education Adult Education has moved from the bottom (4th quartile) in all areas to the 1st (top) quartile in every area compared to other states over the last 8 years. From a change at the taste level for the Adult Education staff to NDCS varying sites coming together, identifying the steps and supports needed to help our students succeed, this has been a trial of misses, near hits, and finally consistent and every growing increases keeping NDCS number one in Nebraska Adult Education. Come hear from a teacher who has worked in the NE Correctional System for over 18 years and watched the program evolve as well as a Principal who has been integral with the Adult Education side of programming for the last six years. Find out how we do it!

From Custody to Capability: Reinventing the Transition Experience for Students with Special Needs in Education *(Adult Education and High School)*

Candice Hinton, Neela Boone

This presentation will focus on the transition process for Special Needs Learners within correctional facilities back to their communities. The pivotal role of education in preparing individuals for successful reintegration into society will be highlighted and correlation between education and reducing recidivism among this specific population will be discuss. Key components to be discussed include:

- Individualized Assessment and Transition Planning
- Comprehensive Educational Programming
- Life Skills Development
- Community Reintegration Planning

Education plays a critical role in the rehabilitation and reintegration of adults with special learning needs who are incarcerated. These students often have learning disabilities, emotional disturbances, or other special needs that require individualized educational support. Incarceration can exacerbate their challenges, making access to a robust and appropriate education even more vital. Education for incarcerated students with disabilities is not just a support service—it is a transformational tool that can change life trajectories and contribute to a more just and equitable society.

From Incarceration 2 Impact: 5 Steps to a Successful Reentry *(Transition and Reentry)*

Baron Warren

This session will take participants inside the real-life journey of incarcerated men who transformed their lives using the 5 Steps to Reentry model: Integrity, Purpose, Lifelong Learning, Accountability, and Mentorship. Attendees will witness how character development, emotional wellness, and purpose-driven programming can reduce recidivism and empower residents to reenter society with a renewed sense of identity and direction. This presentation is more than theory—it's a movement built within the walls of over 100 correctional facilities.

Learning objectives covered in this presentation will be 1) identifying five key principles of successful reentry and their role in reducing recidivism, 2) exploring practical tools for helping incarcerated individuals develop personal accountability and long-term purpose, and 3) discovering how mentorship and character-building programs can transform prison culture and prepare residents for lasting freedom.

From Intake to Impact: Creating Individualized Learning Plans with CASAS in Corrections *(Adult Education and High School)*

Carlos Rodriguez, Alex Harris

This interactive session demonstrates how corrections-based educators can use CASAS assessments and TOPSpro Enterprise data to create personalized, goal-oriented learning plans for incarcerated learners. The session will walk participants through a real-life implementation model that transitioned from paper-based to computer-based and moves learners from intake to measurable gains with high school equivalency testing. Participants will explore CASAS tools, review class management in a jail setting, analyze sample learner profiles, and build their own mock learning plans in a hands-on activity.

From Prison to Possibility: Reentry Through an Educational Lens *(Transition and Reentry)*

Judith Leary

This session explores the complex challenges and transformative opportunities that exist for returning citizens within the reentry process. Leaning heavily on Houser and Arnold's (2023) Rethinking the Reentry Paradigm, this presentation draws from a comprehensive strengths-based framework and examines key reentry domains—education, employment, housing, mental health, and community engagement. The presentation will incorporate insights from current research and practical case studies through a lens that prioritizes the resilience, identity transformation, and desistance that correctional education participation can bring. Participants will gain actionable strategies for correctional education programming that support successful reintegration and reduce recidivism. This session can offer a helpful roadmap for building pathways from incarceration to meaningful reintegration.

Future Ready Teaching: Integrating Artificial Intelligence *(Technology in Corrections)*

Amy Biggs, Nikki Lewis

This presentation will explore how AI transforms lesson planning. Through leveraging approved AI tools, educators can innovate lesson plans into new and personalized lessons for empowering with students. Energizing previously used teacher materials with new strategies enable teachers to invigorate lessons for skill development. Using AI for support in areas educators feel not as confident in are used to further explore the material. Presenters will discuss the challenges and prerequisites

required to accomplish this lesson support. This presentation will show an AI tool and ask it to model a teacher user experience.

Got Laptops? Lessons learned in the Second Chance Pell World! *(Postsecondary Education: Pell Grants)*

Lisa Preston, Trish Scalzo

The presentation will provide an overview of lessons learned and take aways after 4 semesters of offering a collegiate level certificate program. This will include discussions surrounding technology introduction, enrollment, registration, curriculum implementation, graduation and a few bumps, in a prison environment.

Guiding Learning with Apple's Free Instructional Technology *(Adult Education and High School)*

Apple, Inc.

Come and learn how Apple devices are deployed in Correctional Education, and how teachers can guide learning in the classroom environment. See and try free tools to lock and control iPads and Macs, distribute and collect content with or without an LMS, and to push and lock apps from the teacher device, all without needing an IT specialist on call. The presentation will explore how devices can be locked down without removing functionality.

Helping Students Get It: Integrating Popular Films into the AE Curriculum *(Adult Education and High School)*

Rodney Annis

Reading is not just reading. Popular films can be integrated into the Adult Education (AE) curriculum to teach both reading, writing, and language skills. This presentation focuses on using films to teach “Key Ideas and Details” and CCR standards for TABE 13/14, Level M (4.RI.1, 5.RI.1, 4.RL.1, 5.RL.1, 4.RI.2, and 5.W.1). While the focus is on “Key Ideas and Details,” Level M, films can be used with other levels (E, D, A) and other CCR standards, including language and writing.

One of the obstacles adult education instructors in a correctional setting face is finding ways to clearly communicate the concepts (CCR standards) necessary for student success. Films as audio-visuals are authentic material which represent language from everyday life. Since students enjoy watching films, they serve to heighten student interest, and increase participation and learning.

This presentation will use examples/clips from *To Kill a Mockingbird* and *The Great Gatsby* (2013). Attendees will be given a variety of graphic organizers, a list of writing prompts, a bibliography, suggested films, and useful links. This presentation is founded on current research concerning the use of films in education and is practical not theoretical.

Hope in Action - Reentry Pathways Built on Education, Hope, and Workforce Readiness *(Transition and Reentry)*

Lorrie Smith, Deborah Harris, Jamie Oates

This session explores the innovative reentry strategies developed through the partnership between the West Virginia Schools of Diversion and Transition (WVSDT) and Jobs & Hope WV. Together, these programs are creating a seamless continuum of support for justice-involved individuals by integrating academic instruction, career readiness, substance use recovery resources, and job placement services.

Participants will learn how WVSDT prepares students inside correctional facilities with the educational and vocational foundations necessary for successful reintegration. Prior to release, reentry liaisons

work with individuals in tandem with Jobs & Hope WV to ensure warm handoffs and continued support through transition agents, peer recovery specialists, and employment navigators. This coordinated effort ensures individuals are not only equipped with skills, but also connected to the people and services they need to succeed.

Innovating DOC Libraries: Re-imagining the Library from Traditional to Transformative *(Technology in Corrections)*

Amy Biggs

This presentation will describe how ODRC has revolutionized library services for the digital age. Strategies will be discussed on how to modernize library services for incarcerated individuals and explore how libraries have evolved to meet 21st century learning needs of our population with such services as incorporating e-lending and the use of digital devices. Improving the space will be a focus for community centered expansion.

J.F. Ingram State Technical College: Supporting Reentry Through Workforce Development *(Transition and Reentry)*

LaShanda Hails, Jamaal Hunter

When a person transitions from incarceration to the community, their ability to find valuable employment is significantly impacted. Obtaining the necessary skills and education increases their chances of becoming a productive member of society. This session will provide a comprehensive overview of how J.F. Ingram State Technical College prioritizes education and job training to give individuals the best opportunity for success and lower the recidivism rate in Alabama. Attendees will learn how ISTC's Prison to Workforce Pipeline fosters academic and technical partnerships and collaborations.

Jobs for the Future's Fair Chance to Advance Open RFP: Info Session for Prospective Applicants *(Postsecondary Education: Pell Grants)*

Jenna Dreier, Stacy Holliday

During this 60-minute information session, Jobs for the Future (JFF) will introduce the newly released Request for Proposals (RFP) for *Fair Chance to Advance (FC2A) State Action Networks*. This four-year technical assistance initiative is designed to accelerate systems change in states committed to transforming their education, workforce, and employment systems so every person with a record has a fair chance to advance and secure a quality job aligned to their talents, efforts, and aspirations.

This session will open with an overview of the newly released RFP and funding opportunity, which invites collaborative proposals on behalf of states to join the inaugural cohort of FC2A State Action Networks. Over the four-year period of performance, selected FC2A grantee states will be eligible to receive two phases of direct funding—a planning phase and an implementation phase—to support the creation and activities of their FC2A State Action Network (collaborative teams representing eight key stakeholder groups from the state's learn-to-work ecosystem). With facilitation and logistical support from JFF, these networks will design and implement plans to eliminate barriers to economic success and ensure fair chances for education and employment for people with histories of arrest, conviction, or incarceration in their state.

Juvenile Justice Meet & Greet *(Youthful Learners)*

Shelley McKinley

Meet your peers from across the nation and around the world. Participants will share best practices for working with students under 19 years old.

Keys to a Successful CTE Program in a Correctional setting *(Career and Technical Education)*

Robert Johnson, J.R. Helmick

This presentation will discuss the development of partnerships with stakeholders that are necessary to create a strong, successful CTE program. Topics will include tool control, project based learning, and program sustainability.

Learning Content for Incarcerated Students at All Levels: EBSCO's CorrectionalEd at CDCR *(Adult Education and High School)*

Joseph Tragert, Jennifer West

Educational professionals from the California Department of Corrections and Rehabilitation will share how incarcerated students at all levels utilize extensive learning resources from EBSCO's CorrectionalEd application in their education programs.

Manufacturing Opportunities: Standards-based Workforce Strategies That Work *(Career and Technical Education)*

Tyler Kennedy, Anne Gielczyk

U.S. manufacturing is facing a historic labor crunch, with more than half a million positions currently unfilled—a gap that presents both a challenge and a keen opportunity. This session showcases how a strategic partnership between the Manufacturing Skill Standards Council (MSSC) and NOCTI is addressing this workforce need by equipping incarcerated individuals with industry-recognized skills and certifications that lead directly to good jobs.

Attendees will explore how MSSC's Certified Production Technician (CPT) and Certified Logistics Technician (CLT) programs—delivered in alignment with NOCTI's validated assessments—create clear, stackable career pathways in high-demand sectors. These portable credentials not only meet industry standards but also empower learners with the tools to reenter society ready to contribute and succeed.

The presentation will provide practical implementation guidance, including options for on-site, in-person proctoring by trained correctional staff, instructor preparation, and alignment with Perkins and WIOA funding. It will show how credentials can serve as stepping stones to apprenticeships, technical college enrollment, and long-term career growth—ensuring learners don't just secure employment, but access fulfilling, family-sustaining careers.

Meeting Accessibility Needs with Apple *(Technology in Corrections)*

Apple, Inc.

Apple has a deep history rooted in Accessible Technology within government and schools. Come and learn about the ADA features built into every Apple device at no additional charge. Bring your own device and discover functionality you never knew was there all along. Listen as Apple's former educators and engineers offer guidance and best practices for meeting ADA needs within your facility using devices that can also be used concurrently for instruction.

Mentorship Consistency is Key: The STEM Learning Experiences of a Juvenile Detention Center *(Youthful Learners)*

Anne Perrotti, Yomna Elmousalami, Allison Chappell, Sampath Jayarathna

This presentation will summarize the results of a qualitative case study investigating computer science education at a local detention center. Results suggest several individual level or system level barriers to STEM education. The discussion includes proposed solutions for student engagement and workforce development skills.

Navigating Forward: Your Guide to Higher Education in Prison *(College and Career Readiness)*

Tristan Slough, Tasha Reagon

In 2025 the Tennessee Higher Education Initiative (THEI) published "Navigating Forward", a collection of clear, digestible, and comprehensive college navigation materials explicitly designed for incarcerated learners, with special consideration for the unique challenges and needs of Higher Education in Prison (HEP) students. Navigating Forward consists of three collections: Navigating the College Landscape, Navigating Financial Aid, and Navigating Transferring, as well as a HEP Glossary of Terms to make the resources accessible for as many students as possible, regardless of their starting point. The guides offer clear, accessible information on applying for college and financial aid, transferring between institutions or facilities, accessing academic records, and more.

In this presentation, THEI will introduce and provide an overview of the three Navigating Forward collections, highlighting their contents and practical uses, followed by a Q&A session. Attendees may also break into small groups to discuss common challenges in getting information to students and to share effective strategies with peers. This session offers a valuable opportunity to gain practical ready-to-use free tools you can pass along to students—empowering them to make informed decisions about their educational journeys, whether they're returning to school, currently enrolled, or planning to enroll in the future.

Onboarding for Impact: Standardizing New Employee Orientation Across a Correctional Education System *(Leadership)*

Amber Finnegan, John Rajanayakam, Michael Thombleson, Connie Lucas, Paula Clark, Matt Schlimgen

This session explores the development and implementation of a comprehensive, statewide new employee orientation program for correctional education staff. Presenters will share how they created a consistent onboarding experience covering institutional structure, teacher expectations, instructional best practices, data reporting, and student engagement. The program includes targeted training for both academic and vocational instructors, with a focus on tools, compliance, and instructional effectiveness. Attendees will gain insights and practical ideas for designing or enhancing orientation in their own systems.

Operationalizing Best Interest Determinations: A Practical Session for Corrections Leaders *(Postsecondary Education: Pell Grants)*

Erin Lynam, Danielle Cox

Beyond approving prison education programs (PEPs), corrections departments must also determine whether colleges are operating in the best interest of students. Building on Vera's Best Interest Determination (BID) Toolkit, released earlier this year, this session will introduce four practical tools corrections departments can use during their BID review process. In addition to exploring the four tools,

this session will engage participants through discussion prompts and real-world examples from practitioners in the field.

Oregon Apprenticeship and Training Programs - Helping Adults in Custody Start Careers while Incarcerated *(Career and Technical Education)*

Megan Cogswell, Sarah Boren

Oregon Department of Corrections offers apprenticeship and training programs to help adults in custody develop pro-social behaviors and receive valuable on-the-job training while incarcerated. Come learn about the nuts-and-bolts of the programs, industry-recognized credentials, challenges, tips for successful implementation, and hear participant success stories.

Radical Recovery Peer Support - Recovery Capital Section *(Professional Development)*

Dakota Fisher

Radical Recovery Peer Support is an approved Whole Health Program by the Florida Certification Board. It is accepted as CEU's in the Peer Support industry in Florida and several other states including Pennsylvania. This presentation will constitute a one hour portion of the Day 1 material that covers the Recovery Capital Section. It will define recovery capital and specifically discuss 10 elements of recovery capital which are commonly deemed important in the early stages of recovery. There will be specific discussions about some elements such as housing and employment, what we do to improve our lives and recovery skills, and what seem to be valuable support programs and communities as known from our personal experiences.

Participants will have an opportunity to work on outlining their recovery capital goal.

Reclaimed: Correctional Libraries, Personal Agency, and Sustainable Reentry

(Transition and Reentry)

Kristen Stowe

Correctional libraries assist patrons in reclaiming personal agency through the freedom to read, to learn, and to connect. More than just a collection of books, our libraries are access points for life skills, enlightenment, respite, social investment, and personhood; all fusing into the resilience that sustains reentry after incarceration. This presentation will discuss how libraries facilitate that resilience in five ways:

- Educational reading unveils natural gifts and talents.
- Exploring literature as an art form opens the mind to new ideas.
- Leisure reading provides stress relief and cultural literacy.
- Book clubs, book reviews, and library events that “bring the outside in” foster social connection.
- Autobiography and personal writing cultivate identity through shared vulnerability.

Attendees will leave with practical tools, some at minimal or no cost, to implement at facilities with libraries of any size or staffing level.

Reentry United-Breaking the cycle of incarceration. *(Transition and Reentry)*

Angela Sprank, Nate Johnson

This presentation will explain the concept of Reentry United-Breaking the cycle of incarceration. Presenters will briefly share the history-started as a conference in the community and evolved into an event that is now inside 8 correctional facilities (a few multiple times) from level 1 to level 4, reaching over 1000 incarcerated individuals. Presenters will provide the model used to take this concept inside correctional facilities, the collaboration for all involved-formally incarcerated individuals, Michigan

Department of Corrections-Education, Programming, Offender Success Program, Parole Board, Parole Office, Recovery Coaches, and community Reentry partners. The successes of the events will be highlighted and vision for the future will be shared.

Remote Work for Incarcerated Residents of Maine: The Power of Policy and Partnerships *(College and Career Readiness)*

Colleen Coffey

In this session, attendees will learn about the new remote work policy at the Maine Department of Corrections (MDOC) and how the Maine Community College System partnership creates training pathways to employment for currently incarcerated individuals. This groundbreaking new policy allows residents to apply to the MDOC remote work program, search for jobs on the outside, and earn money. Programs range from full-time salaried jobs, to fellowships, to student employment. Those engaged in full time remote work receive salaries ranging from 40,000/year to over 90,000/year. Full time jobs can include employment in the tech sector (like coding and data management) to work in the policy sector. The Maine Community College System offers free training in remote work essentials and helps residents prepare for success in their new employment roles. Attendees will come away from the brainstorming session with ideas on how they might encourage policy changes and build workforce training support within their own organizations.

Replicating the Outside Workplace for CTE Training with Apple *(Career and Technical Education)*

Apple, Inc.

Apple devices are found everywhere throughout the workforce today, and CTE programs are modernizing their approach to preparing the future workforce for these environments. Come and learn where Apple technology is used in the workplace and how to train for use on those same tools within your own environment. We'll explore the trades, graphic and web design, app development, and more.

Research in Practice: Activating New Resources for Advancing Educational Technology in Corrections *(Technology in Corrections)*

Ess Pokornowski, Jenna Dreier, Stacy Holliday

Access to educational technology in prison is essential—and increasingly possible—but systemic barriers, competing priorities, and cross-departmental challenges in coordination and planning continue to limit what's available and how it's used. This interactive session invites participants to explore two new resources designed to support key stakeholders in engaging in more informed, student-centered decisions about educational technology in corrections: JFF's Transformative Edtech Solutions for Prison Learning Programs, and Ithaka S+R's Technology Implementation for Higher Education in Prison.

While research-based resources like these provide valuable insights and guidance, JFF and Ithaka S+R understand that the access, use, implementation, and best practices for correctional education technology are context-dependent. For that reason, JFF and Ithaka S+R will use this interactive session to help participants operationalize these tools. Participants will self-select into one of three groups—decision makers (e.g., corrections leaders), advocates (e.g., higher education in prison program leaders, instructors, students, or directly-impacted leaders), or ecosystem partners (e.g., vendors, funders, TA providers, workforce partners, reentry service providers). Each group will engage in a facilitated activity most applicable to their role focused on leveraging these resources to strengthen student access to and use of quality education technology in corrections.

Science of Reading in Corrections Education: Insights from North Dakota *(Adult Education and High School)*

Emily Ringler, Michelle Pfaff

This session presents a case study from North Dakota examining the impact of professional development in the Science of Reading on literacy instruction in corrections education. In March 2025, the North Dakota Department of Corrections and Rehabilitation partnered with Hill Learning Center—a nonprofit in Durham, NC that provides professional learning on evidence-based literacy practices in non-traditional learning environments—to deliver a two-day Science of Reading training for 30 committed educators in Bismarck.

The presenters will discuss the first day's training focusing on foundational frameworks: the Simple View of Reading, Scarborough's Rope, and principles of Structured Literacy and the second day's focus on practical classroom application of word recognition and language comprehension skills. Both days incorporated direct instruction with hands-on activities and collaborative discussion, and participants received access to Hill's online Science of Reading Course for continued learning.

This presenters will explore the workshop content, share examples of how the Science of Reading is relevant for this audience, and discuss the training's impact on educators across the state's corrections system.

Shifting the Lens: Integrating Social Responsibility Through Employment & Education *(Transition and Reentry)*

Joyce Walker, Maritza Acevedo

This session is designed for returning citizens, clients on supervision, and the officers or staff who will deliver this material directly to clients. The goal is to help clients reframe their view of education and employment—not as obligations, but as powerful tools that can increase intrinsic motivation to pursue purpose-driven goals. This approach aims to foster a sense of ownership through accountability, contribution, and connection.

The session will reframe employment and education as tools for behavior change, explore why supervisors may not value or engage with these opportunities, and identify supervision strategies that foster accountability, contribution, and community connection.

Starting Strong: Setting Up New Educator Hires for Carceral Classroom Success *(Leadership)*

Shanon Whitley, Sharon Van Hoy

Looking for ways to get your new educators in step with education in carceral settings? Then this session is for you. Come explore strategies developed, courses deployed, and information shared with educators. Whether completely new to teaching or a veteran teacher, here is how to start a new journey in a correctional classroom.

Successful Reentry Begins with Education: Transforming Outcomes Through Technology *(Transition and Reentry)*

Paul Bahl

In 2024, the US had 1.8 million incarcerated individuals at an annual cost of \$20,000-\$40,000 per inmate. Education is key to reducing these numbers and addressing state unemployment and worker shortages, especially in trade careers. However, many states have struggled to securely provide programs, at scale, across their states. Resultant partnered with Google to bring Google Classroom, used globally by more than 190 million administrators, educators and students, securely into prisons, offering digital literacy, high school education (GED), college courses (Pell Grants) and trade job training.

Our experts will discuss how this "**chalkboard-to-Chromebook**" solution provides profound benefits for incarcerated individuals and their communities. This roadmap also provides a baseline for how states can leverage data and AI to track program impact, provide prescriptive support, and optimize program planning, leading to successful reentry outcomes. This approach transforms the lives of these individuals, their communities and saves millions in incarceration costs while generating tax revenue as citizens successfully rejoin the workforce.

Supporting Long Term Success - Michigan's Collaborative Approach *(Transition and Reentry)*

Robert McGeorge

Learn about the Michigan Department of Corrections approach to Reentry and support for individuals returning to the community. The presenters will talk about how Reentry staff collaborate with areas within the Department as well as community partners and formerly incarcerated led organizations to ensure everyone has a reentry plan and the resources needed to be successful.

Tablets, Tutors, and AI: Maximizing Educational Resources in Correctional Facilities *(Technology in Corrections)*

John Rajanayakam

This presentation explores the critical role of tutors in correctional education classrooms, highlighting why they are essential to supporting student learning, promoting program completions, and enhancing the effective use and propagation of student tablets across the incarcerated student population. It will outline strategies for recruiting, hiring, training, and assigning tutors to meet diverse learning needs within correctional settings, with a focus on how tutors can guide students in maximizing the educational benefits of tablets. Additionally, the presentation will introduce the use of Artificial Intelligence (AI) for data analysis—demonstrating how AI can reveal trends, patterns, and impacts of tutoring and tablet programs, identify gaps in educational offerings, and provide actionable insights to improve learning outcomes. By integrating AI-driven insights with practical tutor management and tablet utilization strategies, this session aims to equip educators and administrators with the tools needed to build robust and responsive correctional education programs.

Teaching in the Dark: Fixing the Data Gap in Corrections Education *(Technology in Corrections)*

Haley Shoaf, Rosa Mayer

Correctional education changes lives — but proving that impact, scaling what works, and securing funding all depend on one thing: better data. In this session, Unlocked Labs will walk through the importance of data in correctional education and share practical tools to streamline data collection, connect systems, and improve visibility into student progress. It will showcase tools that help educators and departments track outcomes, identify gaps, and support credit-bearing and career pathways across facilities. Whether you're working with paper-based records or looking to scale a digital program, this session will provide actionable ideas for moving from intuition to insight.

The 5 Stages of Incarceration- A transformational framework *(Transition and Reentry)*

Lester Young

This presentation introduces The 5 Stages of Incarceration, a powerful, trauma-informed framework developed by Lester Young — a mentor, advocate, and changemaker who served over two decades

behind bars. Rooted in lived experience, this model is designed to help incarcerated individuals confront the root causes of their actions, take accountability, and begin the journey of personal transformation. The five stages discussed in this presentation are self-denial, anger, victimization, forgiveness, and transformation.

This presentation will explore how this framework can be integrated into mentoring, reentry programs, and institutional rehabilitation efforts to foster deep personal growth, reduce recidivism, and build a culture of accountability and hope.

The Balance of Academic Rigor and Institutional Growth Mindset *(Leadership)*

Joshua Gilliam

Is there a disconnect between instructor and student expectations in correctional classrooms? While instructors have high expectations for student achievement, students may view themselves as not good enough. Using practical applications, the purpose of this session is to provide strategies that bridge the gap between institutional growth mindset and the standards of academic rigor. Thus, correctional classrooms can build a supportive culture and challenge students to improve learning outcomes.

The Dyslexia to Prison Pipeline *(Youthful Learners)*

Debbie Meyer and Dr. Tyron Pope

The term “**dyslexia-to-prison pipeline**” highlights a troubling yet all-too-familiar pattern: individuals with undiagnosed or unsupported dyslexia and related learning differences are significantly overrepresented in the criminal justice system. While dyslexia itself does not cause criminal behavior, this pattern reflects systemic failures in education, early intervention, and social support.

This presentation will explore the literacy crisis in America, examine how it intersects with the justice system, and propose actionable strategies to disrupt this pipeline. Crucially, it will also emphasize the need to address dyslexia and literacy challenges *within* the prison system—providing screening, support, and educational opportunities to reduce recidivism and promote successful reintegration into society.

The Impact of Executive Function Skills on Reading – 101 *(Special Populations)*

Madeline Jones

Let's delve into the critical role of executive function (EF) skills in the context of reading instruction, especially as it applies to Structured Literacy. As educators, it's essential to recognize how EF influences students' ability to decode words, comprehend texts, and engage with written material effectively. The presenter will explore practical strategies for supporting EF development in the classroom and enhancing overall reading outcomes.

The Practical Use of AI by Correctional Educators. *(Technology in Corrections)*

David Leitch

Can you use AI to your advantage even when there is no internet access in the classroom? This session will answer that question with a review of the available AI platforms specifically designed for educators. Bring your laptops to walk through some applications and gain experience in creating AI generated instructional aids.

Training the Future Through Simulation *(Career and Technical Education)*

Curt Meyer

This presentation explores the transformative impact of heavy equipment simulators in training and workforce development across construction, mining, and industrial sectors. Attendees will gain insights into how simulation technology enhances safety, reduces operational costs, and accelerates skills acquisition for operators of heavy equipment machinery. The session will cover types of simulators (desktop, VR, and full-motion platforms) measurable benefits, and integration strategies for training programs. This presentation will demonstrate why simulation-based training is rapidly becoming the gold standard for equipment operator development.

Transforming Lives Behind Bars, Episode Two: Peer Facilitators Discuss Experiences Teaching Soft Skills *(Transition and Reentry)*

Clint Massey, Susan McKee

This presentation is "Episode Two" of Pace Learnings exploration into peer-led soft skills education. It will feature a live discussion with the sponsors and Inmate Peer Facilitators of the Pace Life Skills program at Folsom State Prison (Repres, CA).

Participants will hear from the Folsom Facilitators sharing their invaluable perspectives on sustaining excellence, advanced facilitation, the ripple effect, Pace Life Skills, measuring what matters.

This session is ideal for educators or administrators looking to initiate, enhance, or sustain impactful peer-led programming. Attendees will gain fresh insights, directly from program participants, into the transformative power of soft skills development.

Tutor Academy: Investing in Peer Support for Increased Success *(Adult Education and High School)*

Luann Pickett

Peer tutoring is a powerful tool that enhances students' understanding and provides valuable support for educators. Tutors should complement teachers' efforts rather than replace them, significantly strengthening classroom instruction. By implementing a comprehensive modular curriculum that integrates technology, communication, critical thinking, high-impact standards and instructional foundations, you can empower tutors with a broader range of strategies and skills to foster student success. Explore the benefits of investing in tutor training by establishing your own tutor academy or enhancing your existing tutor program."

Understanding and Supporting Neurodivergent Adolescents in Correctional Facility Classrooms *(Youthful Learners)*

Anthony Bronaugh Sr., Heather Dos Santos

Adolescents in correctional facilities often present with a range of complex behavioral, emotional, and cognitive needs—many of which are rooted in neurodivergence. This presentation explores how neurodevelopmental differences such as Autism Spectrum Disorder (ASD), Attention-Deficit/Hyperactivity Disorder (ADHD), learning disabilities, and sensory processing challenges manifest in justice-involved youth. Educators, behavior specialists, and correctional staff will gain insight into how trauma, misdiagnosis, and systemic inequities intersect with neurodivergence to impact behavior and learning in confined educational settings.

Through an applied behavior analytic (ABA) lens and trauma-informed framework, attendees will learn practical strategies for identifying and supporting neurodivergent adolescents while maintaining safety, dignity, and educational progress. Emphasis will be placed on environmental accommodations, communication strategies, behavior support planning, and the importance of building relationships

rooted in empathy and structure. This session encourages a shift from compliance-focused models to compassionate, individualized approaches that empower youth and support their rehabilitation journey.

Understanding the New TABE 13/14: What Adult Educators Need to Know *(Adult Education and High School)*

Deanna Crosson

This session provides a practical overview of the new TABE 13/14 assessment and what it means for instruction, placement, and student success in adult education. Participants will explore key updates from the TABE 11/12, including changes in structure, content alignment, and testing procedures. Learn how to interpret scores, use data to inform instruction, and prepare learners effectively. Whether you're new to TABE or adapting to the update, this session will boost your confidence and clarity.

Understanding Updates and Changes for TABE 13&14 and CLAS-E for ESL *(Adult Education and High School)*

Mike Johnson

This session highlights for teachers and testing administrators the innovative features and updates of these assessments, designed to enhance adult education accuracy and effectiveness. Participants will gain an in-depth understanding of TABE 13 & 14, which comprehensively evaluates reading, mathematics, and language skills. Explore the connection of TABE Reading and Math to O*Net careers and look at most frequently missed skills. Additionally, we will explore the TABE CLAS-E, focusing on assessing adult learners' English language proficiency in Reading, Listening, Writing and Speaking.

Unlocking Potential: Growth Mindset in Math Education for Incarcerated Learners *(Adult Education and High School)*

Melanie Ferris

This presentation will explore the differences between fixed and growth mindsets, examining how these beliefs about intelligence can influence incarcerated learners. It will also provide an opportunity to reflect on how these beliefs impact learning experiences and outcomes. Additionally, the session will focus on developing math instructional strategies aimed at fostering a growth mindset among learners.

Welcome All Members *(Professional Development)*

Susan McKee, Kiara Graham

This presentation is an opportunity to meet members in your CEA Region and across the country. Discover other colleagues who have the same interest as you!

Learn more about our organization, board members, and the executive staff. The presentation will discuss the history, goals and benefits of joining CEA. Learn how to stay involved and connected!

What's New at Essential Education? *(Exhibitor)*

Jason Guard, Russell Johnson

Accelerating MSGs and credentialing keeps getting better with Essential Education's adaptive offline/online ABE/HSE platform for corrections. TABE/CASAS Academy platforms are updated for the new assessments. GED/HiSET Academy now have Spanish language narration options. Softskills courses to support re-entry efforts with Work/Computer/Money Essentials' engaging contextualized instruction, making real-world transferable skills accessible within your correctional facilities. Come find out how user-friendly and affordable Essential Education's solutions will be for your teachers and learners.

Why Social Emotional Skills Can Make or Break Our Students' Success *(Transition and Reentry)* *Shanon White*

Have you ever wondered what skills we can help our students learn and hone that will maximize success on the job and minimize the chance of recidivism after release? Skills that go beyond content knowledge or job-specific skills? Look no further - Social Emotional Skills are critical to success at work and in life. This presentation offers a clear overview of social emotional learning (SEL) and essential skills. You'll discover how SEL nurtures emotional intelligence, empathy, resilience, and growth—key factors that help students thrive both in and out of the classroom. By exploring the foundations and benefits of SEL, participants will gain practical insights to foster well-being, positive relationships, and lifelong success. Join us to investigate the transformative power of SEL and learn how to build brighter futures.

Workforce Training and It's Challenges on the Inside. *(Career and Technical Education)* *Paul Bierker*

This session is an open forum conversation about some of the challenges in teaching career and tech hands-on principles inside a youth correctional facility. Materials, content, and safety are all concerns in today's educational environments. The conversations will revolve around overcoming roadblocks and building an AMAZING workforce focused on an immersive training environment at the Western Secure Treatment Unit in Emlington, PA. This is accomplished with the help of Allegheny-Clarion School District, their visionary teachers and leadership team.

You are a Principal/Leader/Administrator: Now what? *(Leadership)* *Kenyatta McLeod*

This session is designed to help district leaders and principals in a school system develop effective leadership skills by first gaining insight into their own strengths, weaknesses, and leadership styles. Understanding oneself is crucial for creating a positive impact on the school environment, teachers, students, and the broader community.

Yours, Mine, Ours: Managing Discipline Issues in HEPs *(Postsecondary Education: Pell Grants)* *Mary Cusack, Shawn Tylutki*

As separate entities, colleges and corrections departments have their own processes for handling discipline issues. With Pell restoration sparking fast growth of higher education in prison programs (HEPs), colleges and corrections will need to navigate disciplinary issues that involve the intersection of academics and incarceration. Sometimes it is easy to identify the lead entity in dealing with a discipline issue- for instance, fighting in the yard is a DOC issue, plagiarism is a college issue. But many student discipline issues require that the DOC and the college staff work together to protect the learning environment as well as ensure safety and security outside the classroom walls.

This session will discuss the separate discipline processes of DOCs and colleges; how those processes align; what to do when those processes don't align; identifying which entity takes the lead based on the incident; and how the entities can work together for the best interests of all parties involved. Attendees will be asked to share their experiences to identify best practices as well as barriers that may still need to be addressed when handling difficult or complex discipline issues in HEPs.