

IN HONOR OF
CURT SPRINGER



THE THIRTY FIRST
ANNIE SULLIVAN
AWARD RECIPIENT

NOVEMBER 14, 2018



**2018 MIDWESTERN INTERMEDIATE UNIT IV
ANNIE SULLIVAN WINNER
CURT SPRINGER**

Curt is truly dedicated to his position as a behavior consultant. He has devoted much personal time to flourish in his field and earn his BCBA (Board Certified Behavior Analyst). He brings valuable knowledge and expertise to our Training and Consultation team. As a behavior consultant, he has earned the role as a School Wide facilitator, training and guiding almost every district in Mercer County in the School Wide process. Curt provides ongoing classroom and student behavior consults, as well as completing complex Functional Behavior Analyses (FBA) for our districts.

The other hat that Curt wears is as a Safety Care instructor where his behavior expertise plays a direct role in the success of our program. Curt is well respected by his co-workers and by our member districts in IU IV for his expertise, professionalism, and passion for behavior.

Curt, your commitment has made, and will continue to make, a positive impact in the lives of so many students and educators. Thank you for your dedication to serving our districts, families, and students. Congratulations!

—Richard Fertig, Supervisor of Special Education, MIU IV

Although the time I have spent directly interacting with Curt Springer has been limited, there are qualities that come to mind immediately when I think of him; passionate, knowledgeable and data-driven. As a teacher by profession, Curt has evolved to become an Educational Consultant due to his desire to want to teach other teachers and administrators.

Curt took initiative and earned his BCBA (Board Certified Behavior Analyst) certification and is a true advocate for students. He works tirelessly to determine how to address difficult behaviors and provide skills that will aid students in becoming successful in our schools and communities. Curt is an internal coach for four (4) of our IU programs that are implementing ABA (Applied Behavior Analysis) principles. He is viewed as an expert in this area and we are very fortunate to have him as a member of these classroom teams.

Curt is an active trainer in our Safety Care Program and presents these trainings with such insight and passion that it is not hard to get energized when you are in his presence. In my opinion, the most influential part of what Curt brings to his work at the IU is being a School-Wide Positive Behavior Support Facilitator. This is a real strength for him as he works with school leaders in identifying support teams that will analyze qualitative and quantitative data, as well as develop behavioral expectations and a behavior matrix with faculty input. Through his passion for the subject, Curt works with schools to establish the importance of data collection for progress monitoring. He has a gift in helping the school district teams define office vs. classroom managed problem behaviors and define how each type of behavior problem is handled by sharing his expertise along the way. In addition, Curt has helped multiple school districts review and/or revise their current office discipline referral forms to become compatible with the School-Wide Information System (SWIS) data system.

Being a participant on our monthly Safety Committee where we analyze accident reports is another area where Curt shares his knowledge and wisdom. If there is an incident that involves a safety restraint, he offers critical insights and shares suggestions for the team.

Curt offered his personal time by being an integral member of the PSEA negotiations team. Everyone benefitted from his presence and involvement.

Thank you for your service to our organization.

—*Melissa M. Wyllie, Director of Special Education, MIU IV*

Curt is a lifelong learner and teacher. His knowledge and skills are evident in everything that he does. Curt is a dedicated professional committed to providing students and teachers with strategies and supports to help increase learning and decrease challenging behaviors. He is also a kind and caring father and a friend to many. I cannot think of anyone more deserving of the Annie Sullivan Award than Curt Springer.

—*Carol Long, Educational Consultant, MIU IV*



Curt provides support to educators and colleagues for the students in their classrooms, or educational programs, that allows the students to be more successful in the educational environment.

He takes time to listen and obtain the necessary information to move forward in providing plans and guidelines to be utilized with students. He also makes it a point to follow up with the team to ensure that there is progress and positive growth with the plan that has been implemented for the student or program.

Curt is continually educating himself in order to provide the most effective support to his colleagues and the students who are in need of the services. He shares this information with others to assist in developing more positive and productive learning environments. While Curt is completing this research he will share his findings with others to give them an understanding and insight into the direction of developing effective programs.

His professionalism and knowledge base has assisted in expanding the Training and Consultation team into the successful program that it is. He is not only a team player with his fellow educators but is a member of a growing and sought-out program within the MIU IV.

Curt is not only involved in his day-to-day activities with the Training and Consultation team, but he is involved in many committees in addition to his daily work responsibilities. Curt has recently become a valuable member of the Education Association by managing the membership responsibilities. Also, he is an invaluable contributing committee member in the Strategic Planning committee.

—*Teena Sipos, Special Education Teacher, MIU IV*

Curt goes above and beyond with his positive, friendly personality. He inspires and motivates others with his time and knowledge to whomever needs it. His positive attitude and motivation encourage others to follow his lead.

He will go out of his way to see that all is achieved to the fullest potential possible, even if it is after working hours.

Curt gets involved in extra committees during his own time without getting paid to help. He is always trying to improve the students, co-workers, and the community of MIU IV.

Curt is very knowledgeable and will research what he needs to know, if necessary, to help provide students with what is needed to succeed and achieve their goals. He proceeds in a very professional manner and supports confidentiality in all cases. He always strives for all to achieve and succeed.

Curt Springer deserves the Annie Sullivan award due to his upbeat, inspiring, positive role model, and the exceptional leadership skills that he displays to all.

—*Sharon Cascavilla, Paraprofessional, MIU IV*



As a system's partner through the Pennsylvania Positive Behavior Support (PAPBS) Network, we are pleased to learn of Curt Springer's recognition of his efforts in supporting Local Education Agencies particularly in the installation and scale-up of Positive Behavior Interventions and Supports. Curt's diligence in connecting with teams, building relationships, modeling problem solving, sharing resources and guiding them to reach fidelity of implementation is admirable and sets him apart. We are so pleased that Curt's local catchment is honoring him with the Annie Sullivan award. It is truly well-deserved.

—*Dr. Kathryn Poggi, BCBA, Educational Consultant
Pennsylvania Training and Technical Assistance Network (PaTTAN)*



Curt Springer is one of the first teachers I met when I started working at MIU and it was a great first impression of our professional staff. Curt has always been professional, humble, and willing to share his knowledge to help a colleague or a student. Curt's ongoing commitment to students and educators has connected him to many people throughout the MIU organization and our member school districts.

One way any employee can get involved in our organization outside of the classroom is by joining committees. Curt has served on the MIU Safety Committee for many years, he served a key role in PSEA negotiations, and, most recently, Curt worked on the strategic plan subcommittee focusing on organizational culture. These are just a few examples of the leadership role Curt has done voluntarily and served well.

As a teacher, Curt practices his art and learns ways to improve. Curt is certified in Applied Behavioral Analysis (ABA) which is a national certification that entails rigorous courses and exams. Curt persevered through the ABA rigor and embraced the change it brought to his work. He demonstrates courage by trying new things to improve his role as a teacher and consultant. He is a supportive team player and helps others be successful and create high quality and safe teaching environments for all students.

Michelle Obama said, "You don't take shortcuts or play by your own rules; success doesn't count unless you have earned it fair and square." Congratulations on the 2018-19 Annie Sullivan Award, Curt. You have earned this great achievement.

—*Patricia Connolly, Business Manager, MIU IV*



Curt Springer was an invaluable asset to the strategic planning process (Action Plan: Culture). Curt provided energy, enthusiasm, and insight into the process. To know Curt is to realize the importance he places on relationships. It is clear that Curt is passionate about supporting districts and does not shy away from the role of leadership. He took ownership of his responsibilities and served as a model for the team, specifically in using evidence, instead of opinions, when evaluating how other successful organizations make

systemic improvements that have a positive impact on the culture. I think I can speak for all team members when I say “Thank You, Curt!” for your participation and leadership at our meetings.

—*Dr. David Zupsic, Curriculum Coordinator, MIU IV*



As an itinerant Physical Therapist (PT) I have had the opportunity to work with Curt across a variety of settings, as well as to share office space with him for a number of years. Curt has provided me with invaluable information over the years about how to incorporate “best practices” surrounding behaviors into my sessions. Curt always challenges me to do my best to understand the source of the behaviors, and to use the strengths that students possess to increase opportunities for students to be successful. Curt loves research and data so he is a great “go-to” resource for the most up to date information. Curt also is a great “outside the box thinker” so he has helped me expand my practice using evidenced-based information. Curt is not only great at his job, but he is a positive influence as an office mate with a great sense of humor! I can’t think of anyone more deserving of the Annie Sullivan Award!

—*Cathy Petty, Physical Therapist, MIU IV*



Despite my short time here at the IU, it is obvious that Curt is an invaluable resource to all staff, districts, students and families. I have had the privilege to work with Curt in our school age classrooms in regard to behaviors as well as the ABA program and implementation. Curt is approachable, patient, and considerate. Curt wears several hats and is beyond knowledgeable as well as practical and logical with input/feedback. Curt has demonstrated a comprehensive understanding of student behaviors and is an asset to the IU and the students and families it serves.

—*Kelly Kushich, Supervisor of Special Education, MIU IV*

I have known Mr. Springer in a professional capacity during which time he has served as a TaC Educational Consultant with MIU IV. As a result of my association with Curt (on both a professional and personal level), I have found Curt to be an exceptional special educator, behavioral consultant, SWPBIS facilitator, Safety Care Instructor, colleague and friend. His dedication to our IU has been outstanding, and he has proven himself to be a person of character, compassion, and extraordinary vision.

Curt demonstrates an exemplary knowledge base in the critical areas related to special education programming, and he has provided our IU and countless districts with many effective and innovative recommendations for program improvement, educational reform, and most importantly, his recommendations have allowed a multitude of students to gain meaningful access to their educational programs and demonstrate an impressive degree of growth and achievement. If it was not for Curt's leadership and research-based approach (especially in the areas of behavior and in working with students with autism and significant emotional needs), exceptional work ethic, perseverance, collaborative teaming approach, and effective communication skills, the development and implementation of our outstanding programs serving students with very complex needs would not have been realized.

During my 23 years in education, I can recall few individuals who could better or more effectively relate to students, parents, and colleagues. He seems to have the ability to sense the needs and feelings of others making each individual comfortable in the team process, no matter what their educational or knowledge level. Curt has an absolutely wonderful attitude, and consistently exhibits tremendous interpersonal skills and temperament. Although he prefers to fly under the radar and always gives the team, the parents, our staff, or IU the credit, Curt has been recognized for his achievements at both the regional and national level. He only shares this information with a small select group of colleagues in order to ensure that his colleagues and our IU gets the credit.

Curt's dedication to our IU and the districts that we serve has been outstanding, and he has proven himself capable, reliable, and with all certainty, he is an invaluable and respected employee.

I have learned (and continue to learn) a lot from Mr. Springer and I am proud to call him my colleague and friend.

—*Scott Semow, Educational Consultant, MIU IV*

Curt has been very supportive of our Early Intervention program. He is always willing to teach and guide our staff on best practices in behavior management. As an internal coach, Curt has been a major influence on the success of our new ABA Early Intervention classrooms. He is also helping our program with our PBIS program. Curt is always willing to lend help and support whenever he is asked. His enthusiasm for analyzing data and helping make changes in student behavior is motivating for all those who work with him!

—Tracy Bellis, Supervisor of Special Education, MIU IV



I've had the pleasure of working with Curt for over 12 years and have seen the positive impact he has made whether it be with students, coworkers, or MIU IV families. Curt's enthusiasm for education shines through in all areas. He is very passionate about his job which is easily observed by all those around him. Additionally, he is generous in sharing his wealth of knowledge, and willingness to collaborate, with others in order to help staff provide the best education for all students served. Curt is a respected leader among his colleagues and in his professional field. When reflecting on the criteria of the Annie Sullivan award, I believe anyone who has worked with Curt would say he truly meets all aspects for this award.

—Bryda L. Drumm, LSW, School Social Worker, MIU IV



It came as no surprise to me that Curt was awarded the Annie Sullivan award for excellence and extraordinary efforts. I have had the pleasure of knowing Curt my entire career at the IU as an office mate. He is a colleague with incomparable knowledge and skills in many areas. His work ethic and love of learning go above and beyond. Curt is my go-to resource for all things behavior, research, and data. He's always willing to engage in a conversation and brainstorm with colleagues on ways to address student behaviors, improve student performance, and shares the latest research to support best practices. I enjoy our never-ending debates on "sensory vs. behavior" and have learned much from Curt that has helped to improve my own practice. Congratulations Curt you are deserving of this acknowledgment!

—Kelly Irvine, Occupational Therapist, MIU IV

"Curt, your commitment has made, and will continue to make, a positive impact in the lives of so many students and educators."

—Richael Fertig, Supervisor of Special Education, MIU IV

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Midwestern Intermediate Unit IV
Dr. Wayde Killmeyer, Executive Director

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