

# Angela L. Balsley, Ed. D

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## Professional Skills

- Strategic planning
- Human Resources
- Law & Policy
- Compliance Monitoring
- Change Management
- Operational Processes
- Facilities Management
- Budget Development
- Workplace Culture
- Grant Procurement
- Community Collab
- Facilitation & Mediation

## Professional Experience

### **CEO, Unified Leadership LLC (2023 - Current)**

- Conducts special education dispute resolution research
- Provides Leadership Coaching and School Administrator Mentoring
- Conducts risk assessments on special education legal issues
- Analyzes programs and provides recommendations
- Investigates State special education complaints
- Engages with organizations for keynote speaking & professional training
- Facilitates the IDEA Think Tank
- Serves as a subject matter expert

### **Senior Consultant, Center for Appropriate Dispute Resolution in Special Education (2023-present)**

- Provides professional development on dispute resolution & conflict engagement
- Conducts needs assessments & research
- Collaborates with stakeholders on systemic improvements

### **Past President, Indiana Council of Administrators of Special Education (2019 - 2025)**

- Led the vision, alignment, and execution of the strategic priorities with 400+ members
- Boldly innovated synergist solutions to the educator shortage
- Recognized by CASE as the number one state unit in the country two consecutive years

### **Executive Director, Earlywood Educational Services (2012 -2024)**

- Innovated program practices and use of resources
- Prepared and executed multi-million dollar budgets
- Collaboratively created a culture of trust, high expectations, and a growth mindset
- Established working conditions that promoted work-life balance & retention
- Developed, implemented, and monitored policies and procedures
- Successfully negotiated contracts and led formal Teacher Association Discussions
- Recruited, developed, retained, and evaluated 80+ employees
- Facilitated contemporary professional development
- Resolved disputes via facilitation, mediation, and negotiation
- Secured supplemental funds through grants
- Spearheaded county-wide community collaborations between schools and businesses
- Oversaw facility operations and management

***Director of Special Services, Bremen Public Schools (2007 - 2012)***

- Administered district-wide Special Education, Title III, Title IX, alternative learning, Response to Instruction, and Section 504 programs
- Allocated financial resources by managing local, state, and federal budgets and grants
- Recruited, developed, and evaluated departmental personnel
- Coordinated the provision of curriculum, instruction, services and alternative programming
- Interpreted and ensured compliance with federal statutes, school law, and state regulations

***Special Education Teacher, Elkhart County Special Education Cooperative (1998-2007)***

## **Education**

*Ed. D., Educational Leadership & Policy Studies, Indiana University (2018)*

*M.S., Strategic Management, Indiana University Kelley School of Business (2017)*

*M.S., School Administration, Indiana University (2002)*

*B.S., Special Education, Ball State University (1998)*

## **Leadership & Volunteer Experiences**

***Indiana University Educational Leadership Advisory Board***

Member (since 2025)

***Girl Coalition of Indiana***

Chairperson (2024-2025)

***Indiana Council of Administrators of Special Education (ICASE)***

Presidential Tenure (July 1, 2019- 2025)

Chair, Dispute Res. Committee (2018-2022)

Chair, Fiscal Man. Committee (2015-2017)

Member, Teacher Evaluation Committee (2010-2012)

Unified Member (Since 2007)

***Council for Administrators of Special Education (CASE)***

Chair, Policy & Legislative Com. (2022-2004)

Executive Committee Member (2022-2004)

Policy & Legislative Committee (2019-2004)

Member (Since 2007)

***Council for Exceptional Children (CEC)***

Member (Since 1996)

***National Alliance for Medicaid in Education (NAME)***

Member (Since 2012)

***Kiwanis International***

Member (2007-2013)

Board of Directors, Bremen, IN (2010-2012)

Key Club Faculty Advisor, Bremen (2010-2012)

### ***Girl Scouts of America***

Adult Development Trainer, (2000-2010)

Troop Leader (1999-2003)

### ***Camp Millhouse***

Volunteer (1988-2003)

Board Member/Secretary (2001-2002)

## **Recognition and Awards**

*Distinguished Service Award*

*Indiana Council of Administrators of Special Education (2024)*

*Distinguished Humanitarian*

*Kiwanis Club of Bremen (2010)*

*Outstanding Leader Award*

*Indiana Lakeland Girl Scout Council (2000)*

*Distinguished Community Service Award*

*Assoc. for the Disabled of Elkhart Co. (1999)*

## **Publications**

Bateman, D., Balsley, A. L., & Puldeski, S. (2025). *Rethinking special education dispute resolution at IDEA's 50th anniversary*. AASA, The School Superintendents Association.

Balsley, A., Rauscher, K., & Reese, M. (2025). Moving the Needle: Administrators' Perspectives on School Districts' Needs and Opportunities to Improve Special Education Dispute Resolution Capacity. Published by the Center for Appropriate Dispute Resolution in Special Education. Available at <https://www.cadreworks.org/media/6708/download?attachment>.

Balsley, A. (2024). CASE in point: With a little help from my friends. *Journal of Special Education Leadership*, Vol 37, Issue 1, p 52-54.

Balsley, A. (2018). *Special education directors' experiences preventing and responding to requests for due process hearings*

## **Professional Presentations**

*Engaging with Enduring Conflict: The Work of Adaptive Leaders*

OCALICON (Nov. 2025)

*Tools & Resources for Juggling Instruction & Compliance*

Georgia Council of Administrators of Special Education State Conference (Nov. 2025)

*Communication, Conflict, and Compliance*

CASE New Directors Network (Nov. 2025)

*Inclusive Special Education Practices*

Indiana Curriculum & Resource Network (Nov. 2025)

*Engaging with Enduring Conflict: The Work of Adaptive Leaders*

Council for Administrators of Special Education Annual Conference (Nov. 2025)

*Conflict & Communication*

Council for Administrators of Special Education Annual Conference (Nov. 2025)

*Adversarial Advocates*

Council for Administrators of Special Education Annual Conference (Nov. 2025)

*Mapping Opportunities to Improve LEA Early Dispute Resolution Capacity*

CADRE National Symposium (October 2025)

*Practical Strategies for School Leaders to Prevent and Navigate Future Conflicts*

CADRE National Symposium (October 2025)

*Strengthening Collaboration & Professional Learning for Impactful Leadership*

CASE Special Education Leadership Institute (October 2025)

*The Intersection of MTSS & Special Education*

Indiana Aspiring Special Education Teacher Licensure Program (October 2025)

*Keynote: Leading with Clarity, Connection, & Courage*

Colorado Department of Education Annual Special Education Directors Conference (Sept. 2025)

*Engaging with Enduring Conflict: The Work of Adaptive Leaders in Special Education*

Colorado Department of Education Annual Special Education Directors Conference (Sept. 2025)

*Engaging with Enduring Conflict: The Work of Adaptive Leaders in Special Education*

Washington Association of School Administrators (May 2025)

*Administrators' Perspectives for Improving Their Special Education Dispute Resolution Capacity*

CASE Academy of Law & Leadership, Pre-conference workshop (April 2025)

*Ambush Advocates: Navigating Aggressive Tactics in Special Education*

CASE Academy of Law & Leadership (April 2025)

*This IEP Meeting Is Brought To You By the Letter A*

CASE Academy of Law & Leadership (April 2025)

*Leadership Strategies to Promote Collaboration*

Indiana Aspiring Special Education Teacher Licensure Program (April 2025)

*Engaging With Enduring Conflict: The Work of Adaptive Leaders*

Kentucky Department of Education State Webinar (March 2025)

*Engaging Partners: Utilizing CADRE's District Self-Assessment for Collaborative & Early Dispute Resolution Processes*

California Alternative Dispute Resolution Conference (March 2025)

*Opportunities to Improve District Early Dispute Resolution Capacity*

California Alternative Dispute Resolution Conference (March 2025)

*Special Education Cost Efficiencies*

Unified Leadership Webinar (Feb. 2025)

*Drivers & Levers of Special Education Legal Costs*  
Educational Services Centers Risk Funding Trust (Jan & Feb, 2025)

*Collaborative Communication*  
National Resource Center for Paraeducators Annual Conference (Feb. 2025)

*Creating Meaningful Family Engagement with SEPACS*  
Indiana Council of Administrators of Special Education Spring Conference (Feb. 2025)

*Keynote: Collaborative Communication*  
Virginia Council for Exceptional Children Annual Conference (Nov. 2024)

*Alternative Dispute Resolution: Building Positive Parent and School Partnerships*  
Council for Administrators of Special Education Annual Conference (Nov. 2024)

*Opportunities To Improve Early Dispute Resolution Capacity*  
Council for Administrators of Special Education Annual Conference (Nov. 2024)

*Navigating Rising Special Education Disputes: Practical Strategies for School Attorneys*  
National School Attorneys Association (October 2024)

*The Intersection of MTSS & Special Education*  
Indiana Aspiring Special Education Teacher Licensure Program (October 2024)

*Etiology of Special Education Disputes*  
Indiana Council of Administrators of Special Education Conference (September 2024)

*Building Capacity for Alternative Dispute Resolution & Collaborative Relationships Between Schools & Families: Practical Skills & Essential Resources*  
Indiana Council of Administrators of Special Education Conference (September 2024)

*There's Got To Be A Better Way: What LEA's Need to Address Conflict at the Local Level*  
Federal Office of Special Education (OSEP) Leadership Conference (August 2024)

*Advocacy*  
Hands In Autism Education ECHO (July 2024)

*The History of Special Education*  
Indiana Aspiring Special Education Teacher Licensure Program (July 2024)

*Keynote: Show Up & Lean In: Leadership & Advocacy*  
Kentucky Council of Administrators of Special Education (July 2024)

*Building Capacity for Alternative Dispute Resolution & Collaborative Relationships Between Schools and Families: Practical Skills and Essential Resources*  
CASE Academy of Law & Leadership (April 2024)

*Leadership Strategies to Promote Collaboration*  
Indiana Aspiring Special Education Teacher Licensure Program (April 2024)

*Educator Efficacy and UDL to Optimize Learner Success*  
RTM with Goalbook (March 2024)

*Treasure Chest of Resources*

Indiana Council for Administrators of Special Education Spring Conference (Feb. 2024)

*Parent & School Conflicts: Do We Have the Right Tools or Is It Time for a New Toolbox*

Council for Administrators of Special Education Annual Conference (Nov. 2023)

*Be AT the Table: WHY We Must All Engage in Policy Work & How To Do It*

Council for Administrators of Special Education Annual Conference (Nov. 2023)

*The History of Special Education*

Indiana Aspiring Special Education Teacher Licensure Program (July 2023)

*Redefining Support for the Special Educator*

Arizona State University Next Education Workforce Summit (Feb. 2023)

*Be the Leader People Follow, Pre-Conference Workshop*

Indiana Council for Administrators of Special Education (Feb. 2023)

*How To Prevent Attorney Involvement In Special Education Disputes*

Center for Appropriate Dispute Resolution National Symposium (Oct. 2022)

*Keeping the Relationship Front & Center*

Council of Chief State School Officers (Jan. 2022)

*Educator Efficacy & UDL to Optimize Inclusion & Equity*

Council for Exceptional Children National Conference (Jan. 2022)

*Educator Efficacy in UDL Implementation*

CAST UDL-IRN International Summit (April 2021)

*Dispute Resolution: Improving Practices*

California Alternative Dispute Resolution Conference (March 2021)

*Complaints, Mediation, & Parents*

Indiana Council for Administrators of Special Education Law Conference (Nov. 2020)

*Hidden Challenges In Resolving Special Education Dispute*

Indiana School Boards & Indiana Public School Superintendents State Conference (Nov. 2019)

*Requests for Impartial Due Process: A Study of Special Education Directors' Experiences*

Center for Appropriate Dispute Resolution National Symposium (Oct. 2017)

*Evaluating Certified Special Education Personnel*

Standard for Success Teacher Evaluation Conference (June 2014)

*Teacher Evaluation for Special Educators*

Council for Exceptional Children National Conference (April 2014)

*Evaluating Special Ed. Personnel*

Indiana School Boards Association State Conference (Nov. 2012)

## Podcasts

Balsley, A. L., & Bateman, D. (2025, November 20). *PEP Talk Episode 42: Rethinking special education dispute resolution at IDEA's 50th Anniversary* [Audio podcast episode]. In Sturdevant, K. (Host), *PEP Talk*. Available at: <https://www.aasa.org/resources/resource/pep-talk-episode-42--rethinking-special-education-dispute-resolution-at-idea-s-50th-anniversary>.

Balsley, A. L. (2025, July 3). *Literacy Mindset: Bridging Policy and Practice for Better Outcomes in Special Education* [Audio podcast episode]. In Pendleton, J. (Host). *MindPlay*. Available at: <https://www.youtube.com/watch?v=LLX579KFvoU>.

## Professional References

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