A Note From The President

It is hard to believe that it has been over a year since the COVID-19 pandemic began, forever changing the way we live and work. NAIE has persevered by addressing a variety of challenges facing our communities. Interpreters working in education had to adapt quickly to online learning, navigate interpreting through face masks, and ensuring deaf, hard of hearing, and deafblind students had access to important health information regarding the pandemic. NAIE members have stepped up to support each other by sharing resources, tips, and strategies.

This is why the NAIE Board decided to offer a one-time free year of membership so that more colleagues could have access to the NAIE community and continue to support each other through very trying times. By doing so, we expanded our membership to over 3,000 by the end of March 2021. I am thrilled that we were able to expand our collective knowledge and build a wider network of members across the country. We also maintained fiscal responsibility by keeping expenses low due to the limited access to income anticipated by the free membership and maintained membership dues at the same rate so members could plan for renewals appropriately.

In addition to the pandemic, another epidemic has come to the forefront of our daily lives; racism. The NAIE Board acknowledged we must focus on racial inequities within the field of interpreting. From access to higher education and interpreter training programs to leadership opportunities in the field, we are actively engaging in dialogue and developing strategies on how NAIE can be a part of the solution and not the problem.

As we look ahead to the next fiscal year, an exciting milestone will be celebrating our 5 year anniversary in June 2021. It is going to be a year of reflection, transition, and transformation. I look forward to continuing my role as President and expanding NAIE’s reach as we plan ahead for the next five years.

Sincerely,

Stephanie Zito, MS, NIC
NAIE MISSION

The NAIE empowers educational interpreters to promote best practices and to enhance the education of deaf, hard of hearing, and deafblind students.

NAIE PURPOSE

NAIE believes students who are deaf, hard of hearing, and deafblind have the right to access the educational environment using professional interpreting services. Therefore, NAIE plays a critical role in supporting and advocating for interpreters in education by acknowledging and addressing the complex challenges of the work they do.

NAIE also believes an interpreter working in an educational setting possesses specialized academic knowledge and skillsets for the educational environment. Interpreters must also adhere to a high standard of ethical practices and professional integrity, as well as, pursue excellence through professional development opportunities to enhance interpreting services. NAIE values and respects the relationship between an interpreter, student, and members of the educational team and encourages collaboration to reach a common goal.
Board of Directors

President
Stephanie Zito, M.S., NIC
Wisconsin

Vice President
Dr. Kimberly Hutter, Ph.D., Ed:K-12
Texas

Secretary
Dr. Deborah Cates, PhD
Iowa

Treasurer
Patricia Himes, A: EI, Retired
Colorado

Membership Director
Brittney Moore, M.A., NIC, Ed:K-12
Minnesota

Publications Director
Dr. Kristen Guynes, Ph.D., Ed: K-12
Florida

Communications Director
Tobi Gordon, B.A.Sc., Ed: K-12
Oklahoma
State Ambassadors represent NAIE at the local level and connect with state leaders in education, deaf education specialists, as well as the educational interpreting community to help promote the mission of NAIE. State Ambassadors also seek out opportunities in their respective states to represent NAIE and share resources with the community.
Committees

Professional Development Committee
Chair - Meri Faulkner
Volunteer - Ashley Camp
CEU Coordinators - Kat Miller and Jodi Upton

Code of Ethics Task Force
Dr. Deborah Cates (Chair)
Dr. Michael Ballard
Dr. Beth Ann Monn
Frances Beaurivage
Barbara Woodhead

AMC Search Committee
Pat Himes
Stephanie Zito
Brittney Moore
Susan Brown
Barbara Garrett

2021 Conference Planning Committee
Stephanie Zito
Pat Himes
Ashley Camp
Jamie Goeller
Michelle Keeble
Colleen Ticherich
Will vonVorys-Burke

Thank you!
2020 - 2021
Year in Review

Professional Development

April 2020  Lunch and Learn: "EIPA Written" presented by Jodi Upton
May 2020   "K-12 Interpreters: IDEA, IEPs and Navigating COVI-19" presented by Kimberly Hutter
July 2020   "Building Your Academic Toolbox" presented by Keith Burisek.
September 2020  "Teacher Discourse & Student Engagement: Two Pieces of the Puzzle" presented by Jen Hayes
October 2020  "Understanding Diversity, Privilege, and Power from a Diverse Deaf Perspective: What Every Educational Interpreter Should Know" presented by Dr. Suzette Garay & Mr. Joseph (LJ) Williams
January 2021  "Star, Power, Attraction: Astronomy, Physics and Chemistry in ASL" presented by Crom Saunders
February 2021  Lunch and Learn: "Educational Audiologist Association" by Kathleen Riley
March 2021   "An Introduction to Fostering Student Autonomy" presented by Megan Seipke-Dame & Erin Seipke-Brown

Publications

April 4, 2020  Memo of Guidance for Administrators: Continuing Educational Interpreting Services
June 3, 2020  Solidarity in the Fight Against Racism
September 16, 2020  Personal Safeguarding Considerations Specific to Educational Interpreting
March 22, 2021  Dear Colleagues: Stop AAPI Hate
Highlights

May 2020  Due to the impacts of the COVID-19 pandemic, NAIE Board of Directors announced free one-year memberships to any current or new members

August 2020  Leilani Johnson Leadership Award Recipient: Melissa Barg

August 2020  National Deaf Education Conference
"NAIE Professional Guidelines for Interpreting in Educational Settings" presented by: Stephanie Zito (President) and Dr. Kristen Guynes (Publications Director)

October 2020  Launched the Webinar Archives with 10 archived presentations

November 2020  Launched the State Map Project outlining state-by-state requirements for educational interpreters

Special Acknowledgements

**Diversity Academy for Interpreters**  For providing a presentation to NAIE members as well as a discount to the Diversity Academy membership due to the impacts of the COVID-19 pandemic

**Boys Town EIPA Diagnostic Center**  For their continued support of NAIE and educational interpreters.

**University of Northern Colorado ASLIE Program and Dr. Laurie Bolster**  For their ongoing support of NAIE and contributions to the State Map Project

**Amazon Smile Program and Supporters**  Thank you to everyone who chose to support NAIE when making purchases through the Amazon Smile Program.
Membership

As we work to empower educational interpreters, inform stakeholders of our work, and improve educational outcomes for students, our membership serves to build capacity and continue our work. In addition to exclusive benefits, NAIE membership demonstrates your dedication to the field and commitment to professional growth.

Your NAIE Board of Directors serves in a volunteer capacity. All funding received from membership stays within the organization, contributing to services such as:

- Conferences and Webinars
- Scholarships and Awards
- Website Resources
- Promoting Standards and Guidelines

Membership by the Numbers

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>183</td>
</tr>
<tr>
<td>2017</td>
<td>235</td>
</tr>
<tr>
<td>2018</td>
<td>314</td>
</tr>
<tr>
<td>2019</td>
<td>333</td>
</tr>
<tr>
<td>2020</td>
<td>450</td>
</tr>
<tr>
<td>2021</td>
<td>3,026</td>
</tr>
</tbody>
</table>

+2,575 Members

NATIONAL ASSOCIATION OF INTERPRETERS IN EDUCATION
Financial Report
Fiscal Year April 2020 - March 2021

Revenue
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Dues</td>
<td>$13,266.90</td>
</tr>
<tr>
<td>Amazon Smile Program</td>
<td>$63.15</td>
</tr>
<tr>
<td>Interest</td>
<td>$460</td>
</tr>
<tr>
<td>Revenue Total</td>
<td>$13,790.05</td>
</tr>
</tbody>
</table>

Expenditures
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising/Marketing</td>
<td>$1,433.18</td>
</tr>
<tr>
<td>Dues/Subscriptions</td>
<td>$300</td>
</tr>
<tr>
<td>Website &amp; Software</td>
<td>$4,184.54</td>
</tr>
<tr>
<td>Legal &amp; Professional Fees</td>
<td>$3,291.19</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>$569.89</td>
</tr>
<tr>
<td>Committee Budgets</td>
<td>$3,906.25</td>
</tr>
<tr>
<td>Expenditure Total</td>
<td>$13,685.05</td>
</tr>
</tbody>
</table>

Net Revenue
$105
1. Membership Recruitment
Recruiting and engaging members is part of the core mission of NAIE. Member participation is essential to NAIE’s sustainability and continued push for excellence in educational interpreting.

1.1 Increase membership by 50% (300 to 450)

2. Professional Development
NAIE recognizes that the knowledge and skill development of all who work as educational interpreters is essential to high-quality professional practice.

2.1 Provide at least eight (8) high-quality continuing education opportunities for members.
2.2 Establish an archive of past professional development opportunities.
2.3 Appoint a planning committee for the 2021 conference.

3. Leadership Development
We envision the NAIE State Ambassador Program as a mechanism to build leaders and the future of the educational interpreting field.

3.1 Recruit and train NAIE State Ambassadors (SA) for at least 40% of states with members.
3.2 Sponsor at least four (4) State Ambassador representatives at local events for presenting and/or marketing on behalf of NAIE.

4. Professional Standards and Ethics
NAIE will continue to identify, promote, and advocate for standards of practice within the field of educational interpreting.

4.1 Promote the “Professional Guidelines for Interpreting in Educational Settings” to diverse audiences through at least three (3) informational presentations.
4.2 Establish a Professional Ethics Task Force (PETF) to review and draft a code of ethics for educational interpreters.
4.3 Collaborate with the University of Northern Colorado’s Department of American Sign Language and Interpreting Studies to develop a current list of state standards for educational interpreters.

5. Investigation on the Landscape of Credentialing
NAIE recognizes as the national organization for interpreters working in education it is prudent of the organization to understand the impact of the Registry of Interpreters for the Deaf’s current moratorium on the RID Ed: K-12 certification on the field. As well, NAIE will investigate the need for certification or other credentials for educational interpreters.

5.1 Publish an article on the importance of certification for the educational interpreting field.
5.2 Establish a task force including key stakeholders and leaders to research credentialing of educational interpreters with the goal to develop a comprehensive report on findings.