



May 9, 2025

36th Legislature of the United States Virgin Islands
Committee on Education and Workforce Development
#3022 Estate Golden Rock
Christiansted St. Croix, U.S. Virgin Islands 00820

Dear Honorable Members of the Senate,

Thank you for the opportunity to provide written testimony in response to your inquiry regarding special education services in the U.S. Virgin Islands. On behalf of Orange Tree Staffing, I am honored to share the following insights, recommendations, and experiences drawn from our work in the territory. We are proud to support the students, families, and schools of the U.S. Virgin Islands, and I look forward to the opportunity to meet with each of you.

Overview of your organizations mission statement:

"Building and Inspiring Growth" is Orange Tree Staffing mission statement and the commitment that drives everything we do, from the professionals we recruit, to the partnerships we build with school districts across the US, to the students of all abilities that we serve.

We believe that every child has the potential to thrive when supported by dedicated professionals and a nurturing, collaborative environment. We specialize in delivering high-impact staffing and recruitment solutions within public, private, and charter schools. We connect schools with bright and talented therapists, nurses, educators, specialists, and more, who are committed to delivering transformative workforce solutions that create lasting impact in schools and beyond, meeting the diverse needs of today's students.

We proudly align with the Virgin Islands Department of Education's mission to *"provide a safe, nurturing environment, high-quality instruction, and continuous support, ensuring that all students succeed in college, careers, and as engaged citizens in a globally diverse world."*

We share this vision and our work in the territory reflects a mutual commitment to student-centered services, continuity of care, and educational excellence. We do more than staff positions, we collaborate to meet set goals, compliance standards, and most importantly, support students' bright future.

Orange Tree Staffing is honored to be a trusted partner of the U.S. Virgin Islands Department of Education, and we look forward to continuing to grow together in support of every student's educational successful journey.



Existing collaboration with public schools, government agencies, or other community partners that support students and their families:

Orange Tree Staffing is deeply grateful for the opportunity to support numerous educational events that bring enrichment to the lives of children. We are committed to serving local, public, private, and charter schools within our communities and extending our reach beyond. Our ultimate goal is to empower children of all abilities to achieve their highest potential. At OTS, our dedication goes beyond the classroom. We believe in making a positive impact on the lives of children in need. In a demonstration of this commitment, volunteer time and monetary funds have included:

United Cerebral Palsy of Central FL a public charter school
Hispanic Heritage Scholarship Fund (supports Hispanic students to receive scholarship funds to attend colleges/universities)
Atlanta Public Schools Special Olympics
Miami-Dade County Public Schools - ASD Prom
Orange County Public Schools end of school year luncheon for Special Education and Nursing Staff
AAC CEU Training providing by Melanie Kunzwiler, Lead SLP with OTS
"Women of Influence" event, supporting professional women reentering our workforce
St. Jude's Research Children's Hospital
Volusia County Public Schools "Speech Day"
Nurses Week - This week we are honoring all of the OTS School Nurses

We continue to provide our time, efforts, and monetary donation to many additional school districts and causes that enrich the lives of children. We are dedicated to making a positive difference in the lives of children, both locally and globally. Our commitment extends beyond our staffing services, as we actively engage in initiatives and support those in need. Orange Tree Staffing is honored to contribute to the growth and well-being as we "Build and Inspire Growth."

Demographics served and programs offered:

Orange Tree Staffing, is dedicated to supporting the special education population within K-12 public, charter, and private school systems across 25 states including the US Virgin Islands. We provide highly qualified allied health professionals, including Speech-Language Pathologists, Occupational Therapists, Physical Therapists, School Psychologists, Board-Certified Behavior Analyst, RBTs, School Nurses both LPNs and RNs, educators and beyond, who specialize in serving students with a wide range of developmental, physical, emotional, and learning challenges.

Our professionals work collaboratively within school-based multidisciplinary teams to support students across diverse demographics, including those from underserved and many bilingual, and trilingual communities (American Sign Language). Programs we support include Individualized Education Programs (IEPs), Service Plans, Response to Intervention (RTI), some early intervention services, and inclusive education initiatives. Our mission is to enhance educational access and outcomes for students of all abilities by delivering evidence-based, student-centered therapy and assessment services.



Data on the total population served, including a breakdown by type of disability:

Currently we have approximately 680 contracted professionals across 25 US States serving students with a wide range of developmental, physical, emotional, and learning challenges. Work codes we provide include the following:

Work Code
Speech-Language Pathology (SLP)
Speech-Language Pathology Assistant (SLPA)
Occupational Therapist (OT)
Certified Occupational Therapy Assistant (COTA)
Physical Therapist (PT)
Physical Therapy Assistant (PTA)
Special Education/ESE Teacher
School Psychologist (SP)
Educational Diagnostician
Orientation and Mobility Therapists (O&M)
Sign Language Interpreting Services
Counseling Services
Adaptive Physical Education Teacher
Deaf and Hard of Hearing Teacher
Audiological Services
Teacher of The Visually Impaired (TVI)
Educational Aides (Paraprofessionals)
Registered Nurse (RN)
Licensed Practical Nurse (LPN)
Board Certified Behavior Analyst (BCBA)
Registered Behavior Technician (RBT)

Data on staffing in the Virgin Islands:

Today there are 38 OTS active contractors providing services for VIDE
2024-25 SY
<u>17 in St. Thomas</u>
3 SLPs
2 BCBA's
5 RBTs
2 OTs
1 PT
2 Sign Language Interpreters
1 School Psychologist
1 Hybrid School Psychologist

21 in St. Croix
3 SLPs 1 is Virtual
1 BCBA Hybrid
3 RBTs
3 OTs
1 PT
1 Teacher of the Visually Impaired
2 School Psychologists 1 is Hybrid
3 Educational Diagnostician
4 Licensed Certified/Clinical Social Worker 1 is bilingual (English/Spanish)
Current Openings:
<u>St. Thomas</u>
2 SLPs
1 School Psychologist will take more if we have them
<u>St. Croix</u>
3 SLPs
1 OT
1 LCSW
2023-24 SY
11 in St. Thomas
16 in St. Croix
2022-23 SY
1 LCSW
We began in January 2023 with Kim Walcott, a Social Worker who continues to serve students in St. Croix
For 2025 ESY Filled & Open
11 out of 11 openings are filled St. Thomas
13 out of 16 openings are filled in St. Croix
2 SLPs open STX
1 School Psychologist Bilingual (English/Spanish) open STX

Hiring challenges for special education professionals in the territory:

At Orange Tree Staffing, we understand the critical role that timely, qualified staffing plays in supporting special education services. We also recognize the unique challenges that come with recruiting and retaining highly skilled professionals in specialized territories such as the U.S. Virgin Islands. Through our experience and feedback from our contracted providers, we've identified several key hiring challenges that impact both the consistency and quality of services delivered to students:

Relocation and Cost of Living

Relocating to the Virgin Islands can be financially and logistically challenging. High costs for housing, transportation, food, and utilities often deter qualified professionals from accepting or sustaining long-term positions. When placement confirmations are delayed, these challenges are magnified. Early contract confirmation is vital, it allows professionals to plan ahead for housing, family logistics, and relocation, which directly supports long-term retention and service continuity. If we were able to confirm contractors today for the 2025-26 school year, this would create greater retention and consistency of services.

Salary and Competitive Pay Options

While districts often offer competitive salaries, allied health professionals, such as Speech-Language Pathologists, Occupational Therapists, and School Psychologists, have other opportunities in private practice, telehealth, and healthcare settings where compensation may be more lucrative or flexible. This creates a competitive hiring environment that makes it harder to attract and retain these professionals in school settings, especially in high-need or remote areas.

Workload and Organizational Structure

Many districts face a significant backlog of evaluations and services, which can lead to overwhelming caseloads for new hires. This can be discouraging for providers who want to make a difference but feel they are unable to do so in a sustainable way. Streamlined processes, reasonable caseloads, and consistent administrative support are essential to reducing burnout and ensuring long-term commitment from staff.

Scheduling and Contract Utilization

While our contract includes 180 days of service, in practice, contractors are often only scheduled for approximately 170 days. Professional development, pre-planning, and post-planning days are sometimes excluded from their schedules, despite being part of the approved contract. This not only reduces income predictability for our providers, but also disrupts their ability to fully engage in school culture and planning efforts that benefit student outcomes.

Nationwide Shortage of Special Education Professionals

There is a well-documented national shortage of special education professionals, particularly Speech-Language Pathologists. Fewer professionals are entering the field each year, and those who do are in high demand across multiple industries. In addition, universities graduate a limited number of professionals within these professions. This shortage is especially felt in rural, remote, or island communities where the talent pool is limited and the barriers to entry are higher.

*The Importance of Early Confirmation & Financial Certainty

One of the most impactful solutions to these challenges is early confirmation of contractor placements and timely financial support, a best practice we've seen adopted in many successful districts across the country. When the Department of Education and Department of Finance can align to provide early purchase orders and financial guarantees before the school year begins, it enables us to recruit and confirm placements with confidence, secure housing and relocation plans for staff, and ensure smoother transitions into the school year.

Early and proactive hiring supports everyone:

- **Districts** gain stability
- **Contractors** gain clarity and security
- **Students** gain consistency and access to the services they need from day one

Orange Tree Staffing is committed to partnering with the U.S. Virgin Islands to overcome these challenges and deliver qualified professionals who are prepared and passionate about making a lasting impact. With clear communication,



early planning, and policy alignment, early funded purchase order with timely payment schedule, we can create an environment where both professionals and students thrive.

Compensation and working conditions for special education professionals in the Virgin Islands compared to other jurisdictions:

Orange Tree Staffing, we are proud to provide competitive compensation to all of our contracted professionals serving the Virgin Islands Department of Education (VIDE) and school districts nationwide. Our goal is to ensure that providers feel both valued and supported in their roles, no matter where they serve.

Feedback from our contracted OTS VIDE staff, when comparing the working conditions and compensation landscape in the Virgin Islands to other school districts, they shared several key challenges that impact both recruitment and retention of special education professionals:

Cost of Living

While compensation remains competitive, the higher cost of living in the Virgin Islands, especially for housing, groceries, transportation, and utilities, presents a significant barrier. In many cases, these increased expenses offset the competitive pay offered, making it difficult for professionals to relocate or sustain long-term assignments without additional support.

Additionally, some professionals face difficulties accessing affordable health insurance. This issue at times can become a deciding factor when professionals are considering competitive offers.

Caseloads and Staffing Ratios

Like many school districts across the country, VIDE is experiencing a shortage of qualified special education professionals, particularly Speech-Language Pathologists. This shortage leads to elevated caseloads, which can strain providers and impact service quality. Although high caseloads are not unique to the Virgin Islands, addressing them with clear staffing plans and proactive hiring will improve working conditions and service delivery.

Process, Structure, and Support

Through ongoing feedback from our contracted staff, we've learned that many professionals feel that there is an opportunity for greater organization around policies, procedures, and service protocols. A standardized onboarding guide and clearly communicated processes would help new and returning contractors navigate their roles more effectively. Clear expectations and systemized support directly improve job satisfaction and retention.

Facility Conditions

Environmental conditions in some school buildings have also been a recurring concern. Professionals have reported that some campuses experience extremely warm indoor temperatures due to limited or aging air conditioning infrastructure. Additionally, several school buildings are in need of facility updates to better support both students and staff.

Summary

In summary, while compensation levels are competitive, cost of living, infrastructure, caseloads, and systemic organization are key areas where working conditions in the Virgin Islands differ from other school districts. These factors influence a provider's ability to commit to and thrive in their role. Orange Tree Staffing is committed to partnering with the Department of Education to identify proactive solutions, such as early hiring confirmation, we offer relocation stipends, and structured onboarding to help ensure that the Virgin Islands remains a desirable and sustainable destination for high-quality special education professionals. We look forward to working collaboratively toward creating



an environment where these essential professionals feel supported, empowered, and equipped to deliver the services that students deserve.

Trends and demographics changes in your programs over the recent years:

Orange Tree Staffing closely monitors trends and demographic shifts that impact special education staffing, particularly in the U.S. Virgin Islands. Much of what we have observed is based on direct feedback from our contracted professionals who work on the ground in schools across the territory. Their insights are invaluable in helping us respond to emerging needs and ensure students receive high-quality support.

Increase in Students Identified for Special Education Services

Our contractors have consistently reported a growing number of students being identified for special education services. This rise reflects both improved identification practices and a broader range of learning and developmental needs among students. It has led to an increased demand for certified professionals, including Special Education Teachers, Speech-Language Pathologists, and School Psychologists.

Population Growth and Relocation to the USVI

Contracted staff have also observed a steady increase in the local student population, driven in part by families relocating to the Virgin Islands. This demographic change has created greater enrollment pressure on schools and elevated the need for specialized educational support services.

Rise in Bilingual and Multilingual Student Needs

Another trend, highlighted through staff feedback, is the growing number of bilingual or multilingual students. These students often require tailored approaches to communication and learning, as well as culturally responsive practices. As such, the need for bilingual specialists and professionals trained in language acquisition and support has grown.

Staffing Response and Strategic Adjustments

In response to these trends, Orange Tree Staffing has proactively expanded our recruitment efforts to include bilingual professionals, increased our focus on cultural competency, and developed scalable staffing solutions that meet the evolving demands of the schools we serve. Our team remains flexible, responsive, and committed to addressing these changes in real time.

These insights, rooted in direct feedback from OTS professionals actively serving in Virgin Islands schools, highlight the importance of strategic staffing partnerships and continued investment in special education services. We remain committed to supporting the territory's students and educational professionals in achieving success.

Strategies that have proven effective in recruiting and retaining special education professionals in supporting student success within your programs:

Orange Tree Staffing, we are proud to support school districts and educational programs by providing highly qualified special education professionals who play a critical role in student success. Through years of experience, we have developed effective, sustainable strategies to both recruit and retain top-tier talent in this field, many of which we've implemented successfully in the U.S. Virgin Islands and other regions.



Here are key strategies that have consistently contributed to our success:

Strong Communication and On-Island Presence

Regular, open communication is central to our model. We support our contractors with dedicated staff and even travel to the island to meet with them in person, reinforcing our commitment and partnership with the local community.

Reliable, Weekly Compensation

We prioritize the financial stability of our professionals. With Orange Tree Staffing, contractors have never missed a paycheck, paid reliably and weekly. This builds trust and shows our commitment to their well-being.

Financial Support and Incentives

We offer travel stipends, flight reimbursement, and relocation bonuses to attract professionals to VIDE. Additionally, we provide a retention bonus for continued service and paid hurricane days, acknowledging the local realities of the U.S. Virgin Islands.

Continuing Education and Professional Development

We invest in the growth of our professionals by offering our therapists unlimited CEUs (Continuing Education Units), ensuring they stay current with best practices and maintain licensure requirements.

Flexibility and Modern Work Models

Our virtual and hybrid work models allow for flexibility while maintaining a high level of efficiency and compliance with IEP goals and documentation standards. This balance is key to avoiding burnout and ensuring long-term retention.

Cutting-Edge Technology

At OTS, we integrate people, processes, and technology through our cutting-edge recruitment and applicant tracking management technology, fostering unprecedented speed and agility across the recruitment and placement lifecycle. Our extensive recruitment and applicant management system boasts a robust database of over 1.8 million candidates, enabling us to swiftly match them with clients' job orders in a matter of seconds. In addition, our client, job order, and candidate data are seamlessly integrated with our recruitment and operational support strategy tailored for each school district with whom we work.

Global Outreach Through Social Media

We use strategic recruitment campaigns across social media platforms worldwide to find diverse, qualified professionals who are aligned with your mission and excited to "Build and Inspire Growth."

Long-Term Retention and Loyalty

Our model works, many of our contractors have stayed with us for over 10 years. This consistency benefits schools, educators and most importantly the students.

At Orange Tree Staffing, we do more than fill positions, we create long-term partnerships focused on student success, educator support, and systemic improvement. We are proud of the impact we've made and look forward to continuing our work in the U.S. Virgin Islands.

Policy recommendations or reforms to improve special education services in the territory:

Thank you for the opportunity to offer input on strengthening special education services in the U.S. Virgin Islands. Based on our experience staffing special education professionals in the territory, and with direct feedback from our contracted

professionals, we respectfully offer the following policy recommendations that could significantly improve efficiency, compliance, and workforce stability:

Improve Inter-Agency Coordination and Ensure Timely Procurement

We strongly recommend increased collaboration and planning between the Department of Education (DOE) and the Department of Finance (DOF) to ensure that funded purchase orders for related services are issued no later than April, and ideally by May, prior to the upcoming school year. This timeline aligns with best practices across many districts we currently work with and would allow us to:

- Confirm the return of experienced contractors, preserving valuable continuity in services
- Proactively recruit, screen, and onboard new professionals
- Allow contractors the necessary time to relocate, secure housing, manage family logistics, and be fully prepared to begin services on day one of the school year

Early Workforce Planning and Financial Reliability

Early confirmation of funded purchase orders is critical to building workforce stability and ensuring students receive consistent, uninterrupted services from the first day of the academic year. The more lead time we are given, the more strategic, effective, and reliable our staffing outcomes become.

Given the national shortage of special education professionals and the housing constraints within the territory, we strongly recommend that contractor confirmations and purchase orders be finalized well in advance, ideally beginning now for the 2025-2026 school year.

This early commitment enables us to secure top-tier returning and future special education professionals, assist with relocation logistics such as housing and travel, and foster long-term retention. A proactive approach reflects the level of planning and professionalism that students, families, and educators deserve from a strong public education system.

Furthermore, having clear evidence of current and predictable payment schedules, supported by timely, funded purchase orders and a standardized payment term of net 45 days or less, sends a powerful signal of financial stability. This builds trust with our existing contractors and also empowers us to confidently recruit and retain high-quality professionals who are essential to the success of special education services in the territory.

Streamline and Organize the Student Evaluation Process

Feedback we have received from our OTS contractors' experiences, is that the student evaluation process to determine eligibility for services could benefit from stronger organization, structure, and accountability. This includes clearer timelines, defined roles, and consistent procedures. By making the evaluation process more efficient and transparent, students can receive timely support and schools can remain compliant.

Develop a Standardized Policy & Procedures Handbook

To support consistency and clarity, we recommend creating a guide or handbook and a presentation, which can be virtual, before the school year begins outlining:

- Standard policies
- Procedures for evaluations, IEPs, and service delivery
- Documentation expectations
- Roles of contracted professionals

This type of standardized resource modeled after successful districts in other regions, could be distributed to contractors before they begin service. It would set expectations from day one, reduce confusion, and promote instructional continuity. In addition, many school districts will record the beginning of the school year presentation, and we make it available to contracted staff that may start later within the school year. Our team would be happy to collaborate or assist in developing such a resource.

Incorporate Speech-Language Pathology Assistants (SLPAs) into School-Based Services

In light of the national shortage of licensed Speech-Language Pathologists (SLPs) and the growing number of students being identified with speech and language needs, we respectfully recommend that the Virgin Islands Department of Education consider integrating certified Speech-Language Pathology Assistants (SLPAs) into its special education service delivery model.

SLPAs are trained and credentialed to work under the supervision of licensed SLPs and can provide direct support in implementing therapy plans, documenting progress, and ensuring consistent service delivery. This model is already widely used across many states and school districts we currently work with. It has been a strategic solution to extend the reach of licensed SLPs, improve caseload management, and ensure students receive timely, quality interventions. By authorizing the use of SLPAs in school settings, the territory can:

- Increase service capacity, ensuring more students receive support within required timelines
- Support student success by enabling consistent, timely delivery of speech-language services
- Alleviate workload demands on licensed SLPs, allowing them to focus on evaluations, complex cases, and compliance
- Reduce service delays and backlogs, helping schools meet IEP requirements more effectively
- Strengthen recruitment efforts by broadening the pool of qualified professionals eager to contribute in educational settings
- And adopt a sustainable workforce model already used successfully in districts across the country

Allowing SLPAs to serve in schools will directly benefit students, support compliance, and create a more resilient speech program meeting the evolving needs of students in the Virgin Islands.

Educational Diagnostician and School Psychologists | NASP NCSP Requirement

The USVI Board of Psychology Examiners put into place a new regulation in 2021 that all Contracted School Psychologists MUST be Nationally Certified through the National Association of School Psychologists (NASP) as Nationally Certified School Psychologists (NCSPs) to Register with the Board. Prior to this, professionals could register through state reciprocity, using valid licensure from another U.S. jurisdiction.

In 2021, the U.S. Bureau of Labor Statistics (BLS) reported that there were 57,900 school psychologists employed in the United States. Approximately ~18,200 School Psychologists are NCSP's, 2 residing in the USVI. Additionally, the NASP website provides the following statement on their certification:

From NASP:

"The NSPCS was developed to create a nationally recognized standard for credentialing school psychologists. A wide range of credentialing requirements exists across states, creating a need to recognize school psychologists who meet national standards. By granting national certification, it is not the intent of the NSPCB to certify school psychologists for employment nor to impose personnel requirements on agencies and organizations. Rather, the intent is to provide a national standard that can be used as a measure of professionalism by interested agencies, groups and individuals."



It's important to note that NASP itself clarifies that the NCSP is not intended to be a condition of employment, but rather a voluntary national credential that recognizes professional excellence. Most school psychologists across the country practice successfully without NCSP certification and are credentialed by their respective state boards.

The current regulation poses several challenges:

- Most school psychologists are not NCSP certified and have little incentive to obtain this optional credential—particularly when it involves extra time, cost, and paperwork, with no added benefit in their day-to-day practice.
- The NCSP requirement places the USVI at a competitive disadvantage in a national job market where school psychologists can secure employment in other districts without this added criteria.
- Delays in hiring due to limited candidate availability directly impact students, especially those waiting for critical assessments, evaluations, and support services.

OTS is grateful that the Board of Psychology has shown flexibility when we presented our challenges. This has opened the pool of candidates and enabled us to identify and place qualified providers in the territory. We respectfully recommend that this flexibility be formalized, either through a revision of the current regulation or through expanded reciprocity policies. Doing so would greatly increase access to credentialed professionals, reduce staffing delays, and most importantly, ensure students receive timely and essential psychological services.

We believe that with improved communication, early planning, and standardized tools, the U.S. Virgin Islands can become a model for effective special education delivery. Orange Tree Staffing is committed to being a strategic partner in that process, ensuring students receive the services they deserve from the first day of school through the last.

Success stories or community impact resulting from advocacy the delivery of services:

Orange Tree Staffing is very proud of the positive impact our professionals have had across the U.S. Virgin Islands through both the delivery of services and their active involvement in the community. Our commitment goes beyond staffing, it's about building relationships and creating lasting change for students and families.

Just two and a half years ago, we began our journey in the U.S. Virgin Islands with our very first contractor, Ms. Kim Walcott, a dedicated Social Worker serving the students of St. Croix. Last year, Ms. Walcott coordinated an "Art Day" with CMCArts, which hosted the students from Janita Gardine School. Cathy Booth, part of The Artists Guild of St. Croix shared her mosaic process and helped guide students through exhibition. Students created their own paper mosaics in the courtyard. "I want to stay here forever," said one of the students at this event. It was a great success which promoted the Caribbean's rich cultural and artistic heritage.

Most recently, as highlighted in the *St. John Source* on April 20, 2025, Ms. Walcott supported Ja'Danny Roldan, a senior at St. Croix Educational Complex, in pursuing his dream of becoming a professional jockey. Thanks to her leadership in raising the necessary funds, Ja'Danny was able to travel to Kentucky for a college tour of Bluegrass Community and Technical College, taking a critical step toward turning his dream into reality. From the start, Ms. Walcott has gone above and beyond her professional responsibilities, generously dedicating her time and countless volunteer hours to enriching the lives of the students she serves.

Additionally, we have many contracted staff who have selflessly donated volunteer hours and materials to the schools. These stories reflect the heart of our mission, *Building and Inspiring Growth*. We are not only delivering services, we are helping shape futures, uplift communities, and leave a meaningful mark on the lives of students. We are honored to be



a part of the Virgin Islands' educational landscape and look forward to many more success stories in partnership with the Department of Education and the broader community.

OTS Closing:

On behalf of Orange Tree Staffing, I extend our sincere and warm thank you to the members of the Senate for the opportunity to speak today and for your unwavering dedication to the students and families of the U.S. Virgin Islands. We firmly believe that with strong communication, proactive planning, and consistent, standardized processes, the U.S. Virgin Islands has the potential to become a national model for excellence in special education services. Orange Tree Staffing is guided by your mission to create a safe, nurturing, and high-quality educational environment where every student has the opportunity to excel.

We are proud to serve as a trusted partner in delivering specialized services that support the academic, emotional, and developmental needs of students of all abilities across the territory. With your leadership, we are confident that together we can strengthen systems, improve access to essential services, and ensure that every child, regardless of location or need, has the support they deserve.

We look forward to continued collaboration and shared progress, and we're excited about the opportunities that lie ahead to grow and enhance special education services for the benefit of all students in the Virgin Islands.

Thank you again for your time, your trust, and your commitment to educational excellence and for the opportunity to "Building and Inspiring Growth."

Best Regards,

Mardly R. Smith, Founder | Owner | President

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