



PD Pack: Licensure/Shortages

About this PD Pack: This PD Pack explores the causes and implications of the Special Education Teacher shortage across the country. Each module offers unique tools for mitigating this national issue, including mentorship and induction, alternative route programs, diverse partnerships, and more.

Teacher Supply, Demand, and Shortages in the U.S.

About: Learn about the fundamental contributors to teacher shortages in the U.S. and strategies to begin resolving this issue. This module explores the impact teaching conditions, resources, and mentoring have on teacher populations with the highest attrition rates.

Guest Speaker: Dr. Linda Darling-Hammond, President & CEO, Learning Policy Institute

[Video](#)

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Resources:

- [Secondary Teacher Retention & Induction in Diverse Educational Settings \(STRIDES\)](#)
 - [A Coming Crisis in Teaching? Teacher Supply, Demand, & Shortages in the U.S.](#)
 - [Creating Coherence in the Teacher Shortage Debate](#)
 - [State Efforts to Solve Teacher Shortages by Strengthening the Profession](#)
 - [Understanding Teacher Shortages - Interactive Map](#)
 - [What's the Cost of Teacher Turnover? Calculator](#)
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Shortages in Special Education

About: Learn about factors influencing teacher quality and effectiveness as you explore ways to lower attrition rates. This module focuses specifically on induction, and the impact it has on Special Education Teacher effectiveness and retention.

Guest Speakers: Dr. Bonnie Billingsley, Professor of Special Education, Virginia Tech University
Dr. Elizabeth Bettini, Assistant Professor, Boston University

[Video](#)



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Resources:

- [Preparing and Retaining Effective Special Education Teachers](#)
 - [Improving Special Education Teacher Quality and Effectiveness](#)
 - [Handbook of Research on Special Education Teacher Preparation](#)
 - [Inclusive Pedagogy That Accounts for Dis/Ability](#)
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Traditional Teacher Preparation & Alternative Routes

About: Learn about major policies influencing teacher shortages and retention in the U.S. This module also explores a case study with Maine's Special Education Teacher preparation program and provides ideas for policy impact.

Guest Speakers: Dr. Jane West, Senior Vice President, AACTE

Janice Breton, State Director of Special Services, Maine DOE

Dr. Valerie Smith, MACM Project Coordinator, Maine DOE

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Resources:

- [Cost Effectiveness of Alternative Route Special Education Teacher Preparation](#)
 - [Flexing Your Advocacy Muscles to Address Teacher Shortages](#)
 - [Kentucky Excellence in Educator Preparation \(KEEP\)](#)
 - [Learning to Teach: Practice-Based Preparation in Teacher Education](#)
 - [Roadmap for Educator Preparation Reform](#)
 - [Selecting Career Changers with Real Potential for Teaching and Designing a Program to Meet Their Needs](#)
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Grow Your Own & Career Pathways

About: This module introduces Grow-Your-Own (GYO) programs and career pathways as two viable options to fill teacher vacancies with exceptional candidates. Learn about GYO initiatives, such as the TAPT program, and explore the impact GYO could have in your district.



Guest Speakers: Dan Brown, Founder of DB Leadership LLC

Dr. Dan Pyle, Assistant Professor, Weber State University

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Resources:

- [The Grow-Your-Own Imperative](#)
 - [The Grow-Your-Own Game Plan](#)
 - [Educators Rising](#)
 - [Teacher Assistant Pathway to Teaching \(TAPT\)](#)
 - [Grow Your Own: A Systemic Approach to Securing an Effective Educator Talent Pool](#)
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Develop, Support, and Retain: Mentoring & Induction

About: Learn about Alternative Route Programs (ARPs) available for preparing Special Education Teachers. This module uses SUNY New Paltz and Fresno State as two case studies on effective teacher residency programs.

Guest Speakers: Dr. Michael Rosenberg, Dean of the School of Education, SUNY New Paltz

Dr. Colleen Torgerson, Professor, California State University (Fresno State)

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Resources:

- [SUNY School of Education](#)
 - [Fresno State Teacher Residency Programs](#)
 - [National Center for Teacher Residencies \(NCTR\)](#)
 - [GTL Center at AIR Mentoring & Induction Toolkit 2.0](#)
 - [LPI Resource Database \(Educator Quality: Recruitment & Retention\)](#)
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Partnerships to Increase the Special Education Teacher Pipeline



About: Learn about the Educator Shortages in Special Education Toolkit and explore ways this resource can bolster your special education teacher pipeline. This module uses case studies from Arizona and Georgia, two partnering CEEDAR States, to showcase creative ways of implementing the Toolkit.

Guest Speakers: Kimberly Rice, Recruitment & Retention Specialist, Arizona DOE

Dr. Zephine Smith-Dixon, Division of Special Education, Georgia DOE

[Video](#)

[Powerpoint](#)

Resources:

- [Educator Shortages in Special Education: Toolkit for Developing Local Strategies](#)
 - [GTL Shortage Strategy Selection Tool](#)
 - [CEC Issue Brief: Special Education Legislative Summit - 2021](#)
 - [What are the Effects of Teacher Education and Preparation on Retention?](#)
 - [What Makes Special Education Teachers Special?](#)
 - [Disparities in Work Conditions Among Special Educators](#)
 - [OSEP Brief Series: Attract-Prepare-Retain](#)
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