Vision
Vermont students with disabilities are supported by an effective, high-quality, special educator workforce that is respected by their school communities and sustained over time with induction, mentoring, and professional development.

Initial Goals
Foster collaboration between Vermont Agency of Education, institutions of higher education, local education agencies, and relevant stakeholders to implement strategies that address gaps in recruiting, preparing, licensing, supporting, and retaining effective teachers.

Support Vermont institutions of higher education to integrate evidence-based practices into preparation coursework and clinical experiences.

State Focus Areas

Focus 1
Implement strategies to address immediate special education personnel shortage needs at the district level through an initial licensure residency program targeted to traditional special education teacher candidates.

Focus 2
Develop grow-your-own (GYO) licensure pathways for paraeducators with or without a bachelor’s degree from an accredited university.

Focus 3
In collaboration with the Vermont Agency of Education, local districts, and professional associations, develop guidance for a statewide induction model for special educators.

Focus 4
Develop mechanisms to increase awareness of Vermont’s current initiatives to address shortages, including those connected to CEEDAR work.

Collaborative Partners

State Education Agency
- Vermont Agency of Education

Institutes of Higher Education
- University of Vermont
- Castleton University
- Northern Vermont University

Local Education Agencies
- Vermont Higher Education Collaborative
- Advisory Council on Special Education

CEEDAR’s Winning Aspiration
Every Student Has an Equitable Opportunity to Achieve