

**75<sup>TH</sup>**  
*Anniversary*



LEADING EDUCATOR PREPARATION SINCE 1948

***Reducing the Shortage  
of Special Education Teachers  
Networked Improvement Community 3.0***

***CEEDAR Spring Convening 2023  
Weade James & Brooke Evans, AACTE***

75<sup>TH</sup>  
Anniversary



LEADING EDUCATOR PREPARATION SINCE 1948

- What was the most notable impact of the NIC at your institution and in your district?
- What new challenges and/or opportunities were unearthed because of your participation in the NIC?

# Presentations

## Colorado

- Corey D. Pierce, Ph.D.
- Nancy Sileo, Ph.D.

University of Northern  
Colorado

## Ohio

- Elena Andrei, Ed.D.
- Claire Hughes-Lynch, Ph.D.

Cleveland State  
University

# SpEd NIC 3.0 Purpose:

---

To increase recruitment into the field, with specific aims to increase diverse candidates and candidates with disabilities.

How: SpEd NIC 3.0 members will continue working toward their aim statement, using data-based decision-making and improvement science measures.

# SpEd NIC 3.0 Mentor Model

---

Within four CEEDAR states, members will create systems change through a mentor model, using CEEDAR's existing Cross-State Learning Group structures to accelerate the adoption of promising recruitment strategies in the field of special and exceptional education preparation.

# SpEd NIC 3.0 Goals 1-2

---

- Increased IHE capacity, in collaboration with SEA and LEAs, to offer high-quality instruction for teacher and leader candidates.
- Improved SEA, in collaboration with IHEs and LEAs, capacity to track and evaluate the impact of policy on the ability to attract, prepare and sustain teachers and leaders, and change policy when appropriate.

## SpEd NIC 3.0 Goals 3-4

---

- Increased SEA, IHE, and LEA capacity to use multiple data sources to inform continuous improvement of personnel preparation systems to attract, prepare, and retain teachers and leaders.
- Increased capacity of SEAs, IHEs, LEAs, and other state organizations to collaborate and implement plans that sustain and scale up reform efforts.

## SpEd NIC 3.0 Plan:

**Year 1:** a current NIC EPP in Colorado and Ohio will each onboard a new EPP as a member of the NIC.

**Years 2-5:** a current NIC EPP in Virginia and North Carolina will each onboard a new EPP as a member of the NIC.



## SpEd NIC 3.0 Outcome:

---

The outcome will be the proliferation of promising practices and strategies for the recruitment and retention of teachers in Special Education.

## **SpEd NIC 3.0 Dissemination of Findings:**

---

Recommendations made at the institutional, state, & national levels & will be disseminated via webinars, conference presentations, and a final report to the CEEDAR Center.

## SpEd NIC 3.0 Activities:

---

- Recruitment & Mentoring of an EPP in OH & CO
- Bi-Monthly Coaching Calls
- Quarterly Network Meetings with SpEd NIC Members and Peer EPPs

## SpEd NIC 3.0 Discussion (1 of 5)

---

How might you approach the work differently? What changes would you make to your change concepts, data collection, partnerships, etc.?

## SpEd NIC 3.0 Discussion (2 of 5)

---

In reflecting on SpEd NIC 2.0 project management processes: what should be carried over, tabled, and/or revamped?

## SpEd NIC 3.0 Discussion (3 of 5)

---

What new strategies and solutions can we identify to address barriers that impeded on enrollment increases – such as faculty turnovers, capacity, and budget cuts?

## SpEd NIC 3.0 Discussion (4 of 5)

---

What plans do you have to continue implementing NIC strategies and collecting and analyzing data?  
What skills, resources, partnerships, and support structures are needed to continue this work and how will you obtain them?

## SpEd NIC 3.0 Discussion (5 of 5)

---

How can we efficiently and effectively develop plans to recruit and mentor an additional EPP member?



# NIC Questions for CEEDAR

- Is there financial resources to continue to engage NIC 2.0 in a professional learning community/CoP (building of resources on Connect360 and establish a TAG to sustain a program financially supported by AACTE) OR is there a way to include them in debrief sessions for NIC 3.0.
- With 3.0, Colorado and Ohio are ready to go. How much can they accomplish in Yr 1 (ending Oct)? Are there parameters that we have to stick with?
- What are the recruitment strategies that were used and why? What are we tabling vs. What do we want to amplify in a mentor model? Data sources and request?
- Invoice - process

# Thank You!