

Special Education Teacher and Early Intervention Provider Shortages

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WHY SHOULD WE BE CONCERNED?

Shortages in Special Education have been with us forever, but now they are reaching crisis proportions.



WHAT THE DATA TELLS US

- 48 states and the District of Columbia report shortages of special education teachers
- 42 states report shortages of early intervention providers

• *Council for Exceptional Children Issue Brief (2018)*



EQUITY ISSUES!



SOME STUDENTS ARE IMPACTED MORE THAN OTHERS

- Shortages of special educators from diverse backgrounds are the most dramatic
 - Students served in special schools are more likely to have less prepared teachers
- *Fall & Billingsley, 2011; Mason-Williams, Gagnon, & Bettini, 2017*



ADDITIONALLY. . .

- The supply of teachers is dwindling



NEW TEACHER PIPELINE IS SHRINKING

- Enrollment in teacher preparation has declined dramatically
- Decline of 35 percent over the last five years
- Council for Exceptional Children (2018); Dewey et al., in press



STATE RESPONSES TO SHORTAGES

*Nobody rises
to low
expectations!*

- Oklahoma and California have issued more emergency certificates
- Arizona, Illinois, and Minnesota have lowered certification standards
- Arizona gave local school administrators the power to determine teacher certification
- New York has allowed charter schools to certify their own teachers with less rigorous preparation

West, J. (2018). Calling All Teachers, Flexing your Advocacy Muscles to Address Teacher Shortages. MSLD Rethinking Behavior



PROBLEM WITH SHORT TERM SOLUTIONS



- They exacerbate quantity and quality shortages; creating a revolving door
- Boe, Cook, & Sunderland, 2006; Feng & Sass, 2013; Ingersoll, Merrill, & May, 2014; Miller, Brownell



THE CHALLENGE

- ✓ Districts are left with few choices. They have to hire teachers that have little preparation to teach and no classroom experience
- ✓ Students most impacted are those already most disadvantaged

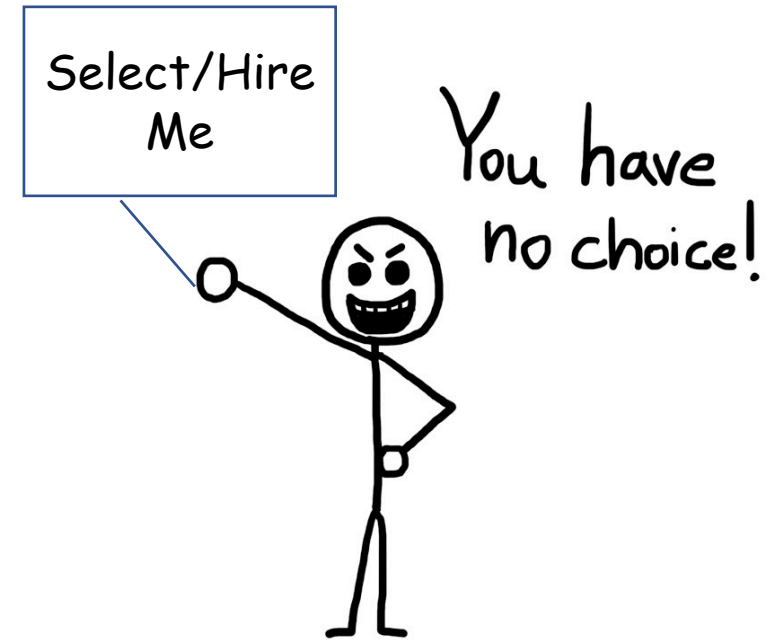


WHAT SHOULD WE DO?



SOLUTIONS

- Desirable solutions for teacher shortages cannot be accomplished in the short-term.
- Comprehensive approaches that combine pathways programs, recruitment and supportive preparation are more effective and needed.



EDUCATOR TALENT MANAGEMENT

- ✓ Need a talent management framework
- ✓ Looks across the career continuum
- ✓ Considers unique contexts
- ✓ Clarifies partner roles

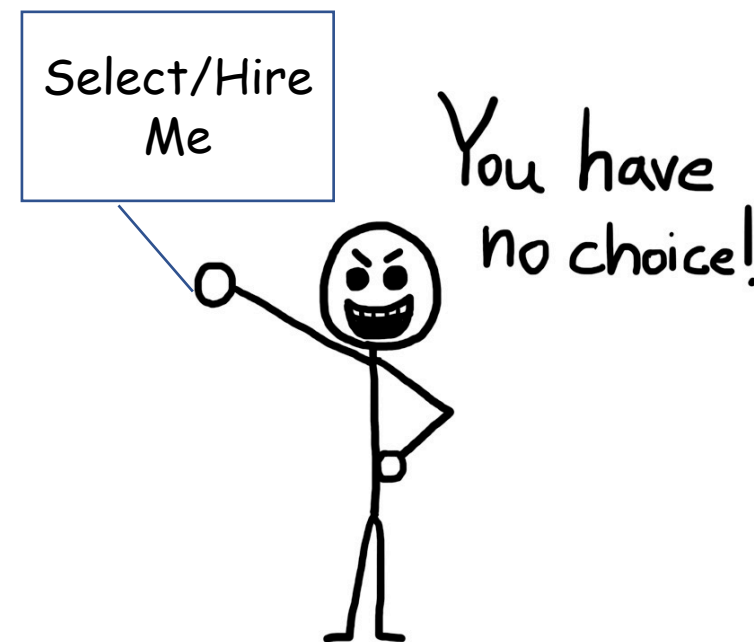


Educator Talent Management Framework:
Center on Great Teachers and Leaders



SOLUTIONS

- Policy changes and implementation, however, take time!
- Reality is that schools rely on “fast-track” and emergency certified teachers.



CEEDAR AND GTL CENTER TOOLS

- Combining short term solutions with long term strategies!

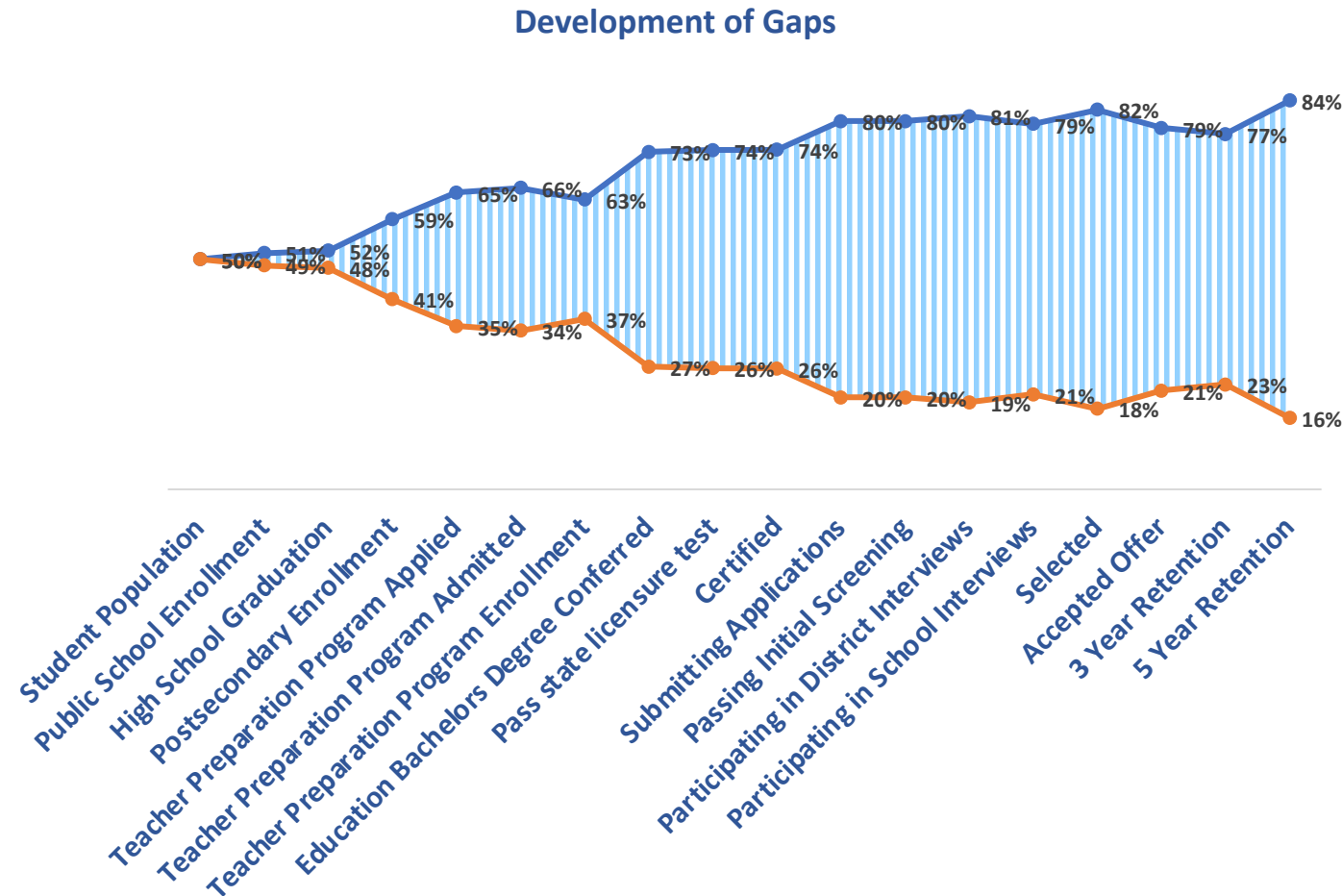


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DATA TOOL: GAP ANALYSIS

- ✓ Is it a production problem?
(Attract)
- ✓ Is it an attrition problem?
(Prepare and Support)
- ✓ Is it a distribution/equitable
access problem?
(Attract, Prepare, and Support)



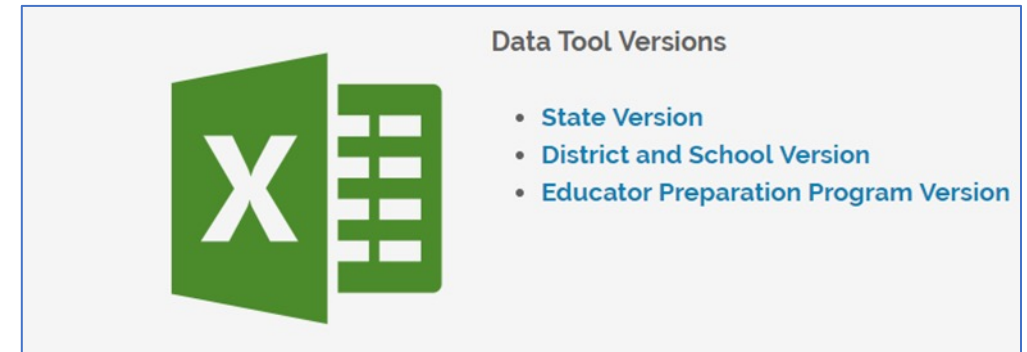
Center on Great Teachers and Leaders Data Tool to Establish an Diverse, Effective Educator Workforce





DATA TOOL: SPECIAL EDUCATOR SHORTAGES AND OPPORTUNITY GAPS

- Assess where special education shortages are corresponding with the greatest “opportunity gaps” for students with disabilities (as identified by the state’s ESSA accountability metrics).
- Targeted on the schools and students that need the most help.
- Strategies tailored toward local contexts and evaluated based upon impact where needed the most.



Center on Great Teachers and Leaders Data Tool to Establish an Diverse, Effective Educator Workforce

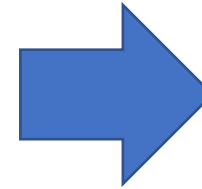


EXISTING EDUCATOR SHORTAGE RESOURCES



<https://teachershortage.solutiontoolkit.org/>

- [Talking About the Teacher Shortage](#) with specific information for special education
 - Summary of shortages in special education
- [How to Solve It](#) – Evidence-based policy recommendations
 - Service scholarships & student loan forgiveness
 - Effective training & support for new teachers
 - Teaching conditions & supportive leadership
 - Competitive compensation
- [Latest News From Around the Country](#)



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EDUCATOR SHORTAGES IN SPECIAL EDUCATION

Toolkit for Developing Targeted, Local Strategies

*Coming
Soon!*

Phase I: Short-Term Strategies

- Just-in-time assistance to schools and districts forced to use **less-than-fully-prepared teachers** in classrooms.

*Note: Districts must concurrently provide **intensive support** to these educators to get them prepared, while laying the foundation for longer-term solutions.*

Phase II: Long-Term Solutions

- **Systemic approaches** that are specific to local contexts without compromising quality.
- Facilitate **strong networks** with shared ownership, collective action, and joint accountability.
- No two shortages are created equal. Strategies must address **local context and needs**.
- Shortages can be addressed at any point along the **educator career continuum**.



MENTORING & INDUCTION TOOLKIT 2.0

Supporting Teachers in High-Need Contexts

1 INTRODUCTION TO THE TOOLKIT



2 MENTOR RECRUITMENT, SELECTION & ASSIGNMENT



3 MENTOR PROFESSIONAL LEARNING, DEVELOPMENT & ASSESSMENT



4 BEGINNING TEACHER PROFESSIONAL LEARNING & DEVELOPMENT



5 THE PRINCIPAL'S ROLE IN MENTORING & INDUCTION



6 M&I SUPPORTS FOR TEACHERS OF STUDENTS WITH DISABILITIES



(Wingard, Thompson, Branton, & Stroupe, 2012, p.880)

7 COLLECTING EVIDENCE OF PROGRAM SUCCESS



Forthcoming Spring 2019

Strengthen collaborations across **states**, **districts**, and **educator preparation programs** by investing in local mentoring and induction programs that reinforce the content and skills that all teachers and leaders need to serve students with disabilities.



High-Leverage Practices (HLPs) Video Series

Free Videos for:

- Teacher Educators
- Teacher Candidates
- New Teachers
- School Leaders
- Professional Development Providers



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at American Institutes for Research

Action Strategies

Council for Exceptional Children (CEC) Policy Solutions



FY2020 Federal Appropriations

Support increases in FY2020 Budget for:

- IDEA – Part D – State Personnel Development
- IDEA – Part D – Personnel Preparation
- ESSA – Title II, Part A – Supportive Effective Instruction State Grants Program
- HEA – Teach Grant Program
- HEA – Teacher Quality Partnership Grant Program
- HEA – Public Service Loan Forgiveness Program
- HEA – Teacher Loan Forgiveness Program
- HEA – Loan Forgiveness for Service in Areas of National Need

Action Strategies

Council for Exceptional Children (CEC) Policy Solutions



Supporting the Teaching Profession Through Revitalizing Investments in Valuable Educators Act (STRIVE)

- S. 2370 (Booker, D-NJ) and H.R. 4914 (Norcross, D-NJ).
- Amends Higher Education Act.
- Bill Provides:
 - Incremental loan-cancellation program.
 - Increases and extends funding for teacher training.
 - TEACH grants – increases in awards, includes early childhood teachers.
 - Subsidizes teacher certification and licensing fees.
 - Expands teacher quality partnerships grants to include early childhood educators.
 - Increases the tax deduction for school expenses and extends the deduction to early childhood educators.
 - Diversifies the workforce.



U.S. Representative Norcross (D-NJ) and U.S. Senator Booker (D-NJ)



**TEACHERS AND CHILDREN
THRIVE WITH
STRIVE!**



Action Strategies

Council for Exceptional Children (CEC) Policy Solutions



CEC Special Education Legislative Summit Hill Rally

Senator Cory Booker (D-NJ) Kicked-off the Rally!



Children and Teachers Thrive with Strive!



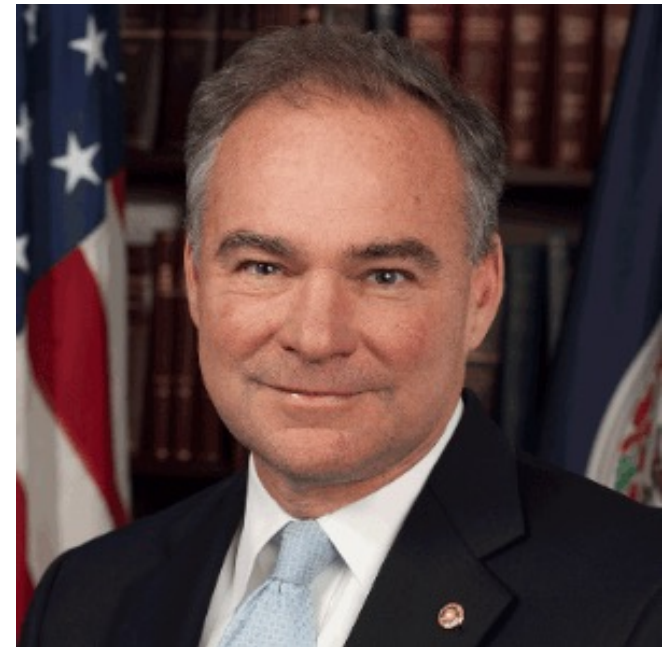
Action Strategies

Council for Exceptional Children (CEC) Policy Solutions



Teacher Shortages- Preparing and Retaining Education Professionals (PREP-Act) (Kaine, D-VA)

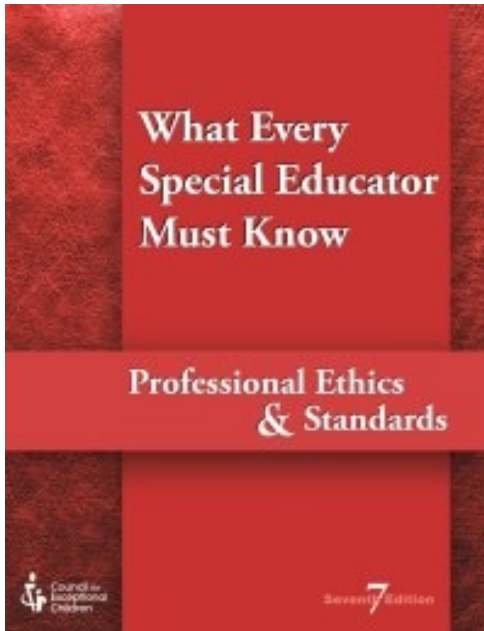
- Senator Kaine introduced the PREP Act on July 31, 2018.
- Expanded definition of “high need” districts under ESSA – including those with teacher shortages such as special education.
- Grow Your Own Programs – Residency program and preparation training.
- Diversify the workforce – support for teacher preparation programs at Minority Serving Institutions or Historically Black Colleges and Universities.
- Expansion to include early childhood providers.



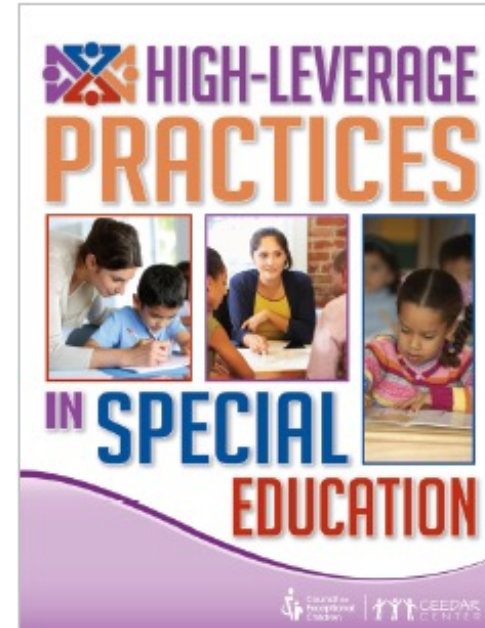
U.S. Senator Kaine (D-VA)

Action Strategies

Council for Exceptional Children (CEC) Preparation Solutions



- Revising CEC Professional Standards
- Developing Early Childhood Standards



- CEC and CEEDAR developed High-Leverage Practices in Special Education
- Reforming teacher preparation and professional development

Action Strategies

Council for Exceptional Children (CEC) Recruitment and Retention Solutions

- CEC Strategic Plan Focus on Shortages
 - IDC Early Career Workgroup
 - Attract new teachers to field
 - Address needs of early career professionals
- State of the Special Education Professional Survey
 - 1500 CEC special education teachers
 - Qs – preparation, planning time, support for collaboration, support for enhancing teaching, competence for teachers, needs of teachers, etc.
 - Working conditions influence retention rates

Action Strategies

Teacher Education Division (TED) of Council for Exceptional Children (CEC)

- TED has developed a research brief that provides information about shortages
- The Political Action Representative works with the TED PALs and GALs advocacy network, CEC's Policy and Legislative expert, Deb Zeigler, and TED's legislative consultant, Jane West, to respond to Calls to Action specific to policy-related shortage matters.

Action Strategies

Teacher Education Division (TED) of Council for Exceptional Children (CEC)

- TED, in collaboration with HECSE, actively engages with policymakers and federal leadership (visits to OSEP, NSF, IES yearly)
- Letter writing campaigns with Consortium for Citizens with Disabilities
- AERA mini-conference in March with teacher educators, researchers, policymakers, and practitioners to identify vehicles for disseminating information about shortages

Action Strategies

Early Childhood Personnel Center (ECPC)



A Comprehensive System of Personnel Development

for the early childhood workforce
who serve infants, toddlers, and
preschool children with disabilities
and their families

**Is a *necessary* and *integral* quality indicator of an
early childhood service system.**

Action Strategies

Early Childhood Personnel Center (ECPC)



Comprehensive System of Personnel Development (CSPD)

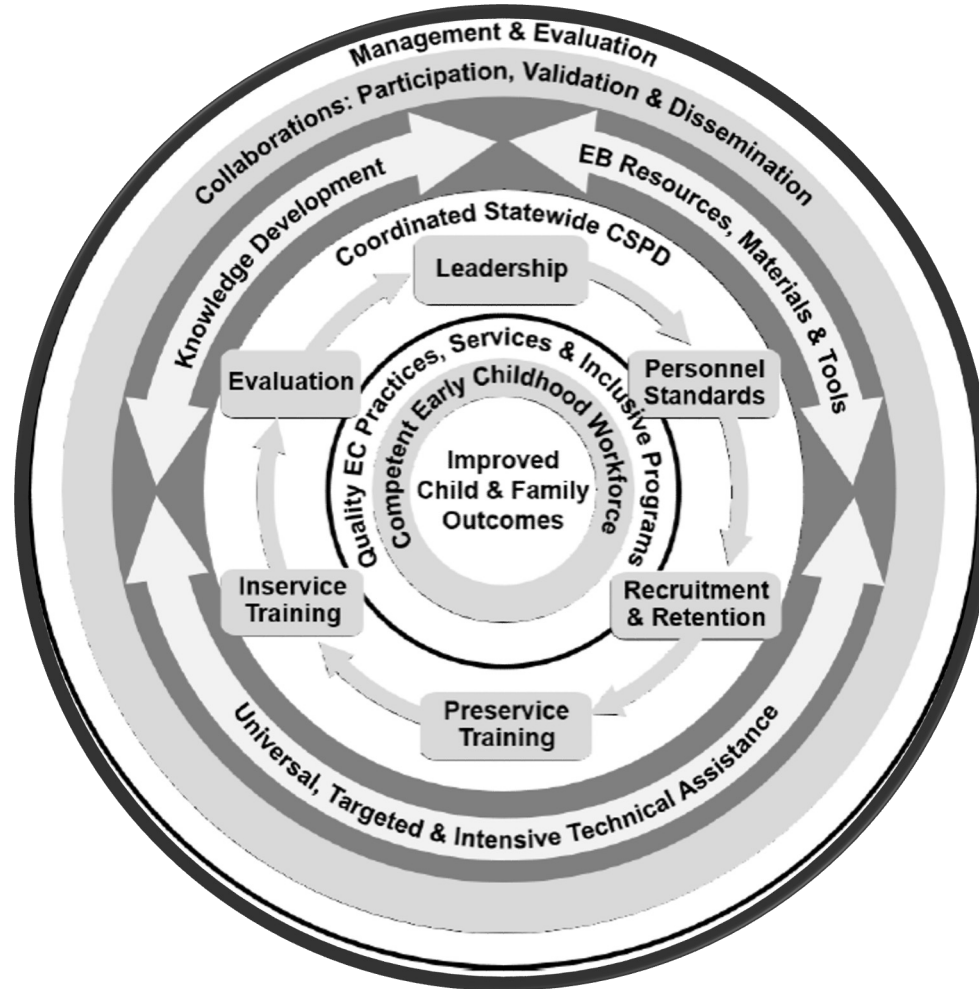


Action Strategies

Early Childhood Personnel Center (ECPC)



Early Childhood Personnel Center Framework



Innovative Strategies in the Field

We Want to Hear From You!

- Share what action strategies have been successful regarding special education teacher and early childhood provider shortages!