



Innovative Partnerships to Increase the Special Education Teacher Pipeline

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The Special Education Teacher Pipeline: Why Should We Be Concerned?

- 48 states and the District of Columbia report shortages of special education teachers.
- 42 states report a shortage of early intervention providers.
- Special education teachers leave the profession at nearly twice the rate of general education teachers.
- Enrollment in teacher preparation programs is down 35% over the last 5 years.

Source: Council for Exceptional Children, 2018.

Equity Issues

- 90% of high-poverty school districts report difficulty attracting qualified special education teachers.
- There are severe and persistent shortages of special educators from diverse backgrounds.
- Students with serious emotional and behavioral disorders are disproportionately affected.

Source: Council for Exceptional Children, 2018; Fall & Billingsley, 2011.

The Challenge

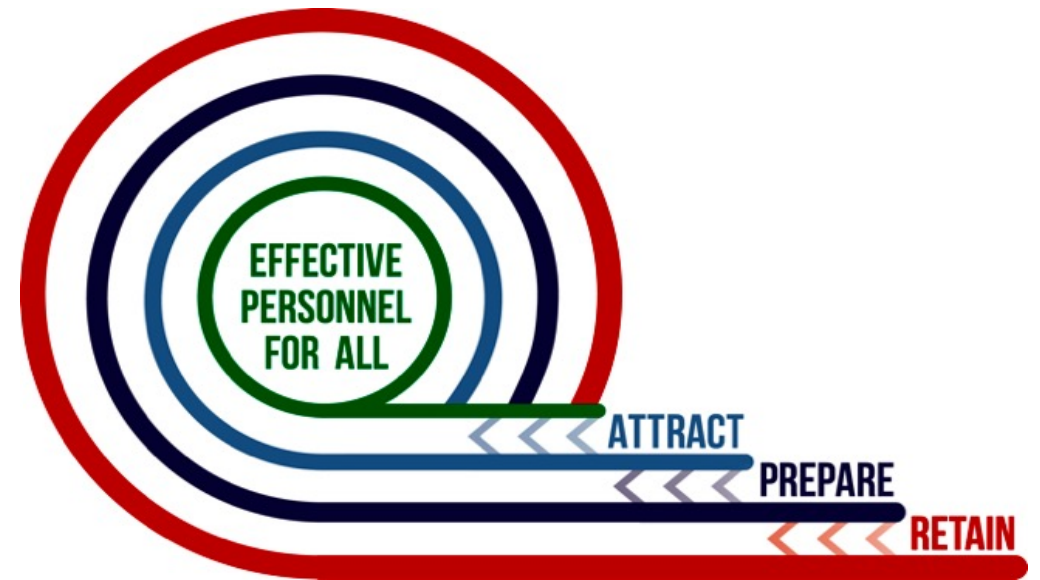
- Districts are left with few choices and often rely on “fast-track” and emergency-certified teachers with little preparation and no classroom experience to fill positions.
- Short-term solutions exacerbate quantity and quality issues and create a revolving door.
- Long-term solutions like policy change take time!

Source: Boe, Cook, & Sunderland, 2006; Feng & Sass, 2013; Ingersoll, Merrill, & May, 2014.

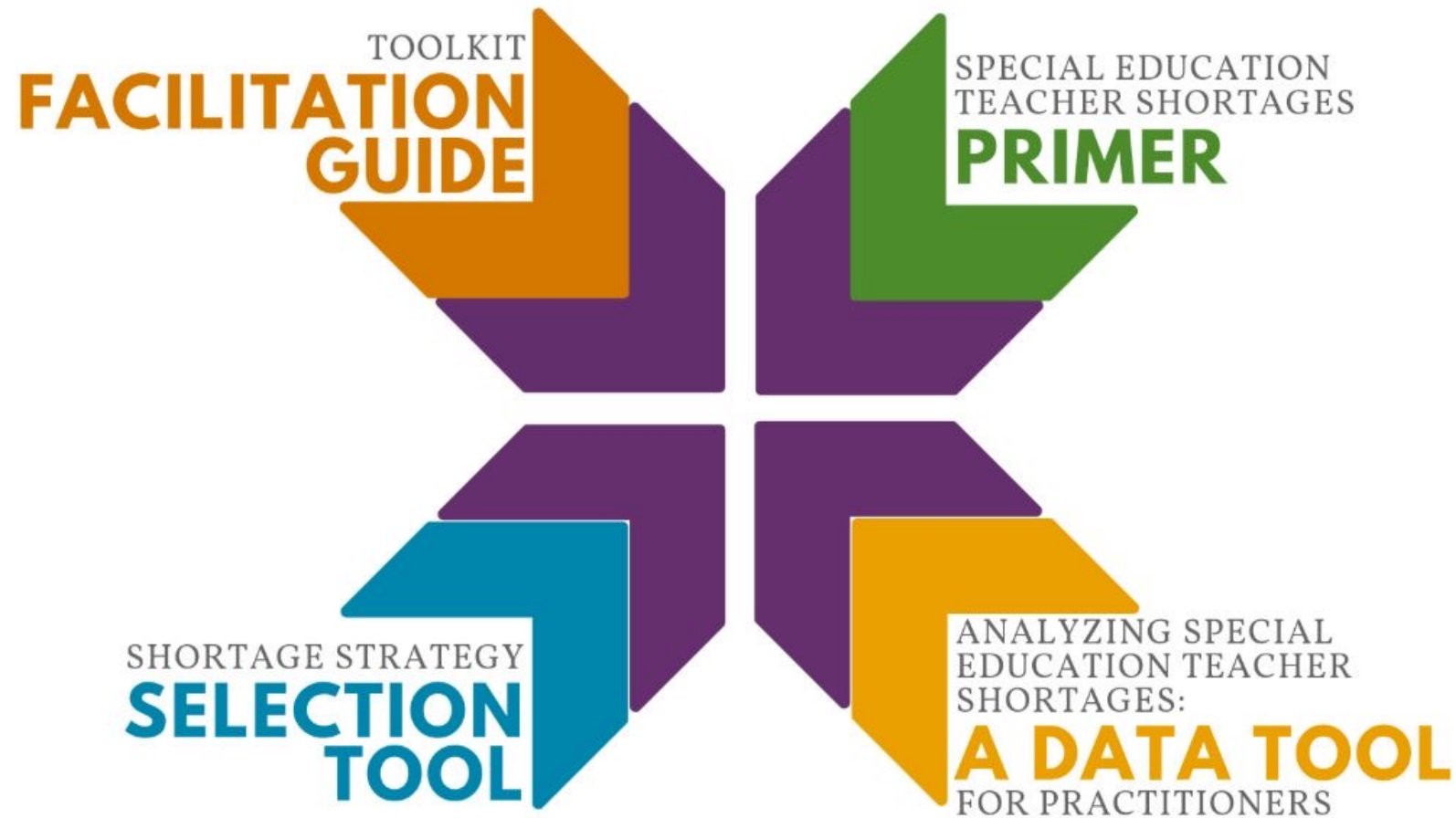
The Solution

A comprehensive educator talent management framework that:

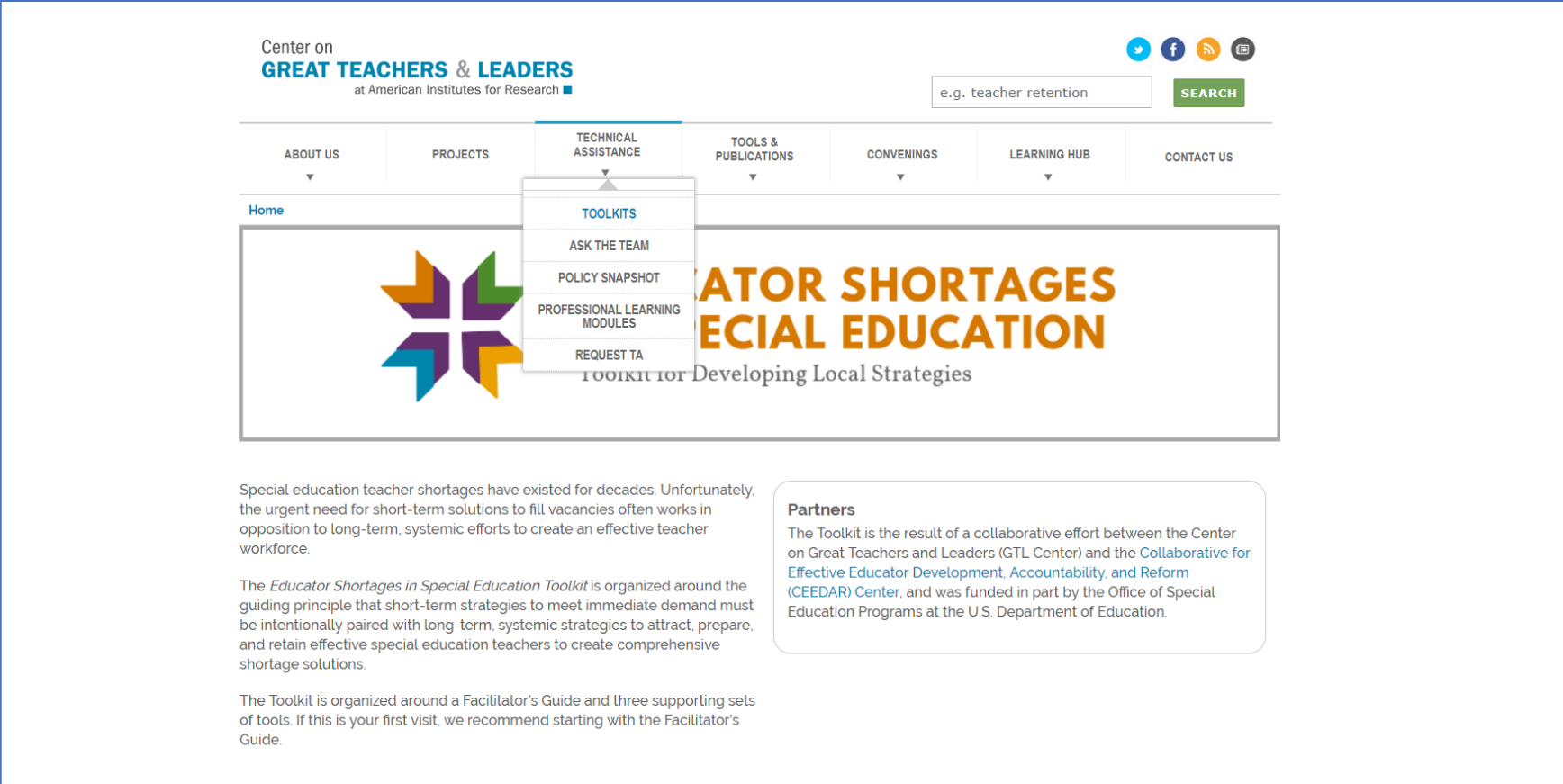
- ✓ Encompasses the entire educator career continuum
- ✓ Considers unique local contexts
- ✓ Clarifies partner roles



Educator Shortages in Special Education Toolkit



Accessing the Toolkit: gtlcenter.org



The screenshot shows the homepage of the Center on Great Teachers & Leaders (GTL Center). The header includes the organization's name, a search bar with the text "e.g. teacher retention", and social media icons for Twitter, Facebook, RSS, and YouTube. A navigation menu contains links for ABOUT US, PROJECTS, TECHNICAL ASSISTANCE, TOOLS & PUBLICATIONS, CONVENINGS, LEARNING HUB, and CONTACT US. The "TECHNICAL ASSISTANCE" menu is open, displaying a list of options: Home, TOOLKITS, ASK THE TEAM, POLICY SNAPSHOT, PROFESSIONAL LEARNING MODULES, and REQUEST TA. The main content area features a large graphic with the text "EDUCATOR SHORTAGES IN SPECIAL EDUCATION" and "Developing Local Strategies". Below this, there is a paragraph explaining the need for short-term solutions to fill teacher vacancies, a section titled "Partners" describing the collaborative effort between the GTL Center and the Collaborative for Effective Educator Development, Accountability, and Reform (CEEDAR) Center, and a final paragraph stating that the Toolkit is organized around a Facilitator's Guide and three supporting sets of tools.

Center on
GREAT TEACHERS & LEADERS
at American Institutes for Research

e.g. teacher retention **SEARCH**

ABOUT US PROJECTS TECHNICAL ASSISTANCE TOOLS & PUBLICATIONS CONVENINGS LEARNING HUB CONTACT US

Home

TOOLKITS
ASK THE TEAM
POLICY SNAPSHOT
PROFESSIONAL LEARNING MODULES
REQUEST TA

**EDUCATOR SHORTAGES
IN SPECIAL EDUCATION**
Developing Local Strategies

Special education teacher shortages have existed for decades. Unfortunately, the urgent need for short-term solutions to fill vacancies often works in opposition to long-term, systemic efforts to create an effective teacher workforce.

The *Educator Shortages in Special Education Toolkit* is organized around the guiding principle that short-term strategies to meet immediate demand must be intentionally paired with long-term, systemic strategies to attract, prepare, and retain effective special education teachers to create comprehensive shortage solutions.

The Toolkit is organized around a Facilitator's Guide and three supporting sets of tools. If this is your first visit, we recommend starting with the Facilitator's Guide.

Partners
The Toolkit is the result of a collaborative effort between the Center on Great Teachers and Leaders (GTL Center) and the Collaborative for Effective Educator Development, Accountability, and Reform (CEEDAR) Center, and was funded in part by the Office of Special Education Programs at the U.S. Department of Education.

Guiding Principles

- 1) Shortages are a local issue.
- 2) Shortages are an equity issue.
- 3) Shortages can impact any stage of the career continuum.
- 4) Shortages require collaboration across partners at all stages of the career continuum.



Toolkit Facilitation Guide



Purpose

- To help teams identify and implement a combination of short- and long-term educator talent management strategies.



Audience

- State education agency (SEA) personnel
- Regional education agency personnel
- Local education agency (LEA) personnel
- Educator preparation program (EPP) personnel

Three-Phase Process

Phase I: Assess, Plan, and Prepare	
<p>Short-Term Strategies</p> <ul style="list-style-type: none">▪ Stage 1: Hire Candidates With the Most Potential▪ Stage 2: Provide New Hires With Intensive Professional Learning	<p>Long-Term Strategies</p> <ul style="list-style-type: none">▪ Stage 1: Explore Context▪ Stage 2: Analyze Data▪ Stage 3: Identify Root Causes▪ Stage 4: Select Strategies
Phase II: Implement, Monitor, and Improve	
Phase III: Sustain and Scale Up	

Long-Term Strategies



State Overviews



Special Education Teacher Induction



- New Teachers
- Survive and Thrive
- Teacher Self-Care
- Survival Guide
- CEC Membership
- Professional Network



Teacher Empowerment Project



**Arizona Coalition for
Educator Preparation and Practice**



Relationships

Pilot Project

Community of Practice

- Special Education Admin.
- Recruitment and Retention

Retention Survey

Professional Learning

CEEDAR Blueprint



Partnerships

- Local Education Agencies
- State Education Agencies
- Institutes of Higher Education

ACEPP State Steering Committee

CEEDAR Topical Action Groups

- Shortages in Special Education
- Clinical Practices/HLPs
- Culturally Responsive Pedagogy



For local school systems, Education Preparation Programs, and stakeholders to collaboratively develop a comprehensive approach to improve and strengthen the teacher pipeline using short- and long-term educator talent management strategies.



ATTRACT



PREPARE



DEVELOP



SUPPORT



RETAIN

The Objectives



Collaborate in teams to explore Georgia Teacher Pipeline data in order to discover root causes that will determine next steps or impact short and long-term actions. (Teacher Shortage Toolkit)



Connect with other school systems, Education Preparation Programs (EPPs), and stakeholders to develop strong partnerships.



Learn new ideas and innovative practices to inspire positive actions.



Develop an action plan or next steps for teams to focus on strategies to attract, prepare, and retain effective teachers and leaders for all students.



COLUMBUS STATE
UNIVERSITY



Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"



Middle Georgia
State University



Georgia Professional
Standards Commission
Protecting Georgia's Higher Standard of Learning



Starting Point: Data and Root Cause Analysis



Where do the
gaps start?



What are the
root causes for
gaps?



Context is
crucial!

Data Tool



Purpose

- Tool for identifying and visualizing special education teacher shortages across the career continuum.



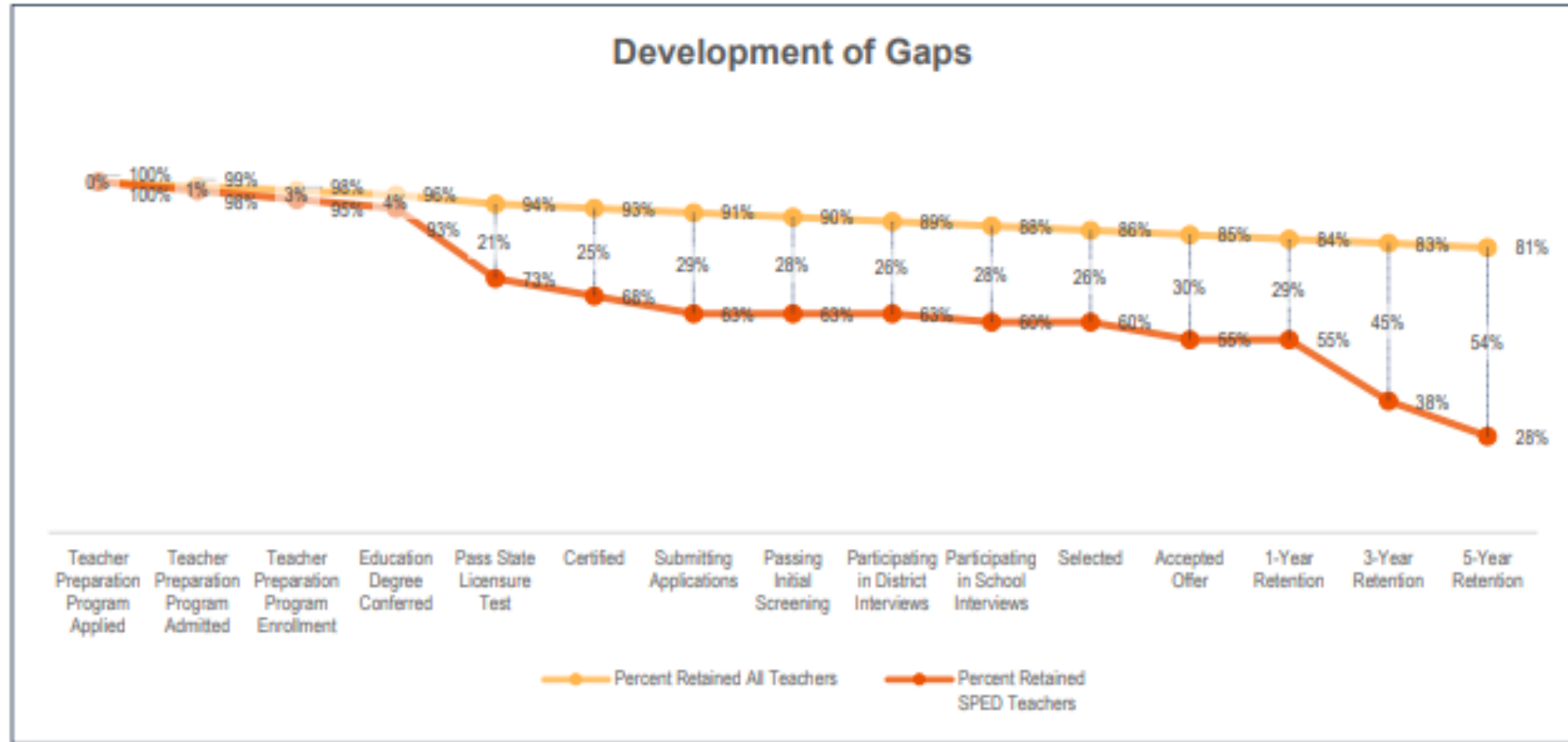
Audience

- State teams consisting of state, regional, local, and educator preparation program stakeholders

Data Tool Lenses

- **Development of Gaps:** Compares the attrition of special education teachers with the attrition of the overall teacher population throughout the career continuum.
- **Teacher Hiring Funnel:** Focuses on the educator career continuum specifically for special education teachers, identifying the most significant moments of attrition.
- **Accountability Score Results:** Identifies how special education teacher attrition varies across districts and schools based on outcomes for SWDs as measured by Every Student Succeeds Act (ESSA) accountability scores.

Example Data Tool Output



Selection Tool



Purpose

- Helps teams identify, select, implement, and continuously improve educator talent management strategies to address special education teacher shortages.



Audience

- SEA and LEA leaders, policymakers, educator preparation providers, and practitioners

Panel Conversation

References

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Disclaimer

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