



## Recruiting and Retaining Special Education Personnel: Shared Perspectives

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### Resources:

EDUCATOR RETENTION AND RECRUITMENT REPORT Prepared by the Arizona Department of Education Educator Retention and Recruitment Task Force <http://www.azed.gov/wp-content/uploads/2015/02/err-initial-report-final.pdf>

The Arizona Schools Recruitment and Retention Guide: <http://www.teachinaz.com/>

The National Coalition on Personnel Shortages in Special Education and Related Services (NCPSSERS): <http://specialedshortages.org/>

## Summary of Presentation:

The full PowerPoint presentation and other handouts will be available at the conclusion of the conference.

Summary of data: Multiple points of data intersection illustrate the problem including:

- ✓ High school interest in education careers declining...only 3% high schoolers in AZ report interest compared to 12% nationally
- ✓ IHE enrollment in teacher preparation has experienced a 20% decrease in the past four years in AZ
- ✓ At the last Oct. 1 count, there remained 509 vacancies in special education personnel in AZ

ADE actions: ADE/ESS responds on three fronts, with recruitment initiatives, retention recommendations, and teacher preparation efforts.

- ✓ Recruitment – Educators Rising, tuition assistance grants, AEEB, Teach In AZ website materials, and recruitment fairs
- ✓ Retention – New director mentoring, SELECT courses, conference opportunities, and communities of practice
- ✓ Teacher preparation – IHE visits, CEEDAR grant, certification, and preparation program approval improvements

LEA recommendations:

- ✓ Use Title II funds for induction, PD, and recruitment stipends
- ✓ Consider data use – e.g. conduct climate/work conditions surveys and data on “stayers” and apply learning from exit interviews/surveys
- ✓ Initiate Educators Rising chapters
- ✓ Use ADE resources – e.g. post on Arizona Education Employment Board (AEEB), attend the Great Arizona Teach In
- ✓ Recruit millennials using specific and targeted strategies