

Well-Prepared and Supported Early Childhood Special Education Workforce: Building the Nation's Capacity

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Agenda

- ◆ State of Early Childhood Special Education Teacher Shortage
- ◆ Effect on Student Achievement and Developmental Outcomes
- ◆ Teacher Loan Burden
- ◆ Recruitment, Preparation, and Retention
- ◆ Comprehensive System of Personnel Development
- ◆ Early Childhood Personnel Center (ECPC)
- ◆ Building Capacity Through 619 Coordinators Discussion

State of Early Childhood Special Education Teacher Shortage

❖ The special education teacher and early intervention provider shortage is at persistent crisis proportions:

❖ **48 states and the District of Columbia report a shortage of special education teachers**—with this area being the most severe shortage for most states.

❖ **Special education teachers leave the teaching profession at nearly twice the rate** of their general education colleagues (12.3% vs. 7.6%).

❖ **51% of all school districts and 90% of high-poverty school districts report difficulty** attracting qualified special education teachers.

❖ **42 states report a shortage** of early intervention providers, including special educators and related service providers.

❖ **Enrollment in teacher preparation programs is down 35%** over the last 5 years, foreshadowing an insufficient pipeline for the future.

State of Early Childhood Special Education Teacher Shortage

◆ Number of special education faculty in higher education programs has declined in recent years:

❖ Loss of 38 state-approved special education teacher preparation programs (2014-2016).

❖ Anticipated wave of retirements.

Actors Who Lead: What is Leadership?

1

“The act or an instance of leading a group, organization, nation, etc.” – Merriam-Webster

2

“Leadership is the art of getting someone else to do something you want done because he wants to do it.” – Dwight D. Eisenhower

3

“Leaders are people who do the right thing: managers are people who do things right.” – Warren G. Bennis

Leadership Images

1

A political leader, pursuing a passionate, personal cause.

2

An explorer, cutting a path through the jungle for the rest of his group to follow.

3

An executive, developing her company's strategy to beat the competition.

4

An early childhood professional, ensuring every child with a disability and their family has access to highly effective professionals, guaranteeing high quality outcomes! 😊

Effective Leaders

1

Create an inspiring vision of the future.

2

Motivate and inspire people to engage with that vision.

3

Manage delivery of the vision.

4

Coach and build a team.

Leadership Characteristics

Pair/Share Activity

1

List 3 of your most positive leadership characteristics.

2

Share your most impactful characteristic with your neighbor.

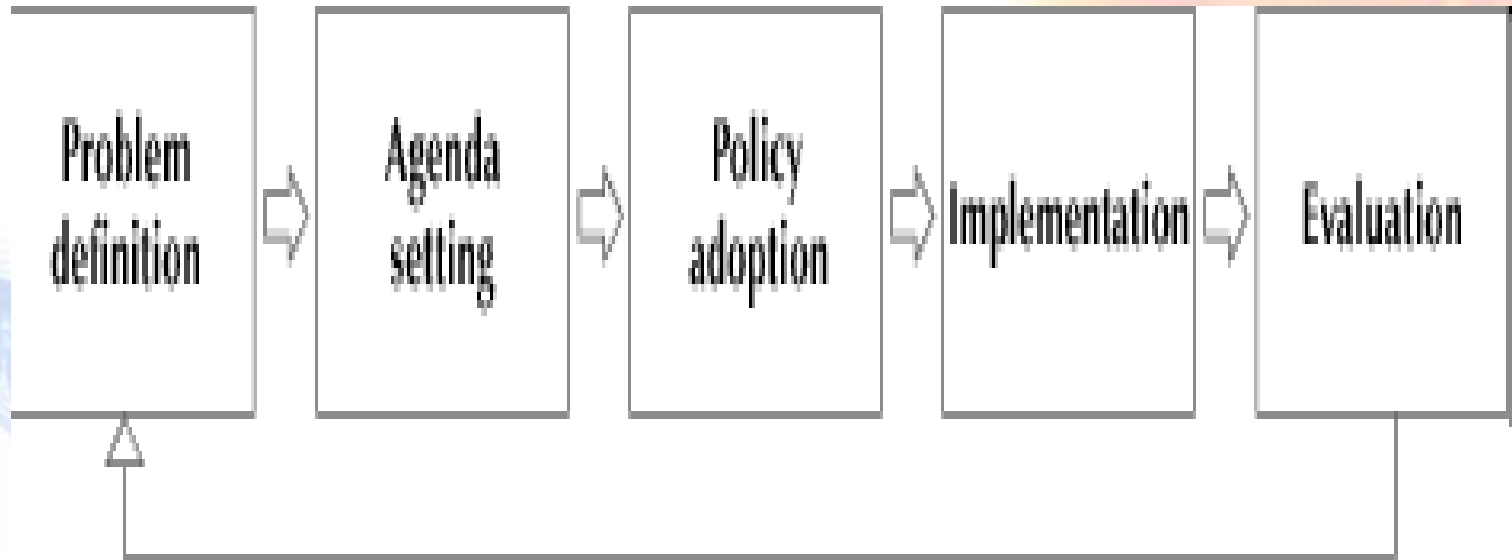
3

Be ready to share characteristics with the larger group.

Leadership



Phases of the Public Policy Life Cycle



This life cycle is only a framework – not all policy is formed according to this linear model. However, all policy creation is incremental and builds upon prior developments and activities.

Effect on Student Achievement and Developmental Outcomes

- ◆ National cost of teacher turnover is approximately \$7.3 billion a year.
- ◆ High turnover rates create extra costs - \$20,000 or more for every teacher who leaves.
- ◆ High-need urban and rural schools and early childhood programs are frequently staff with inequitable concentrations of under-prepared and inexperienced teachers.
- ◆ Constant retraining of new staff means that early childhood programs can close neither the quality staff nor the achievement gap.

Teacher Loan Burden

- ◇ Teacher salaries lag behind those of other occupations that require a college degree:
 - ❖ Beginning teachers earn about 20% less than individuals with college degrees who enter other fields.
 - ❖ Gap widens to 30% by mid-career.

- ◇ Teachers accrue significant debt to prepare for their profession:
 - ◇ More than 2/3 borrow money for higher education.
 - ◇ Average debt - \$20,000 bachelor's degrees, \$50,000 master's degree.

Recruitment and Preparation

Systemic approach through supportive policies:

- ◇ Service scholarships and loan forgiveness programs.
- ◇ Teacher residency programs that employ rigorous preparation and clinical experiences.
- ◇ Grow-your-own programs that recruit teacher candidates from nontraditional populations – more likely to reflect local diversity and remain in the profession.
- ◇ Fully prepared teachers are more effective and more likely to remain in the field than those who enter through abbreviated or fast-track routes.
- ◇ Preparation **MATTERS!**

Early Childhood Personnel Center Comprehensive System of Personnel Development (CSPD)

A Comprehensive System of Personnel Development

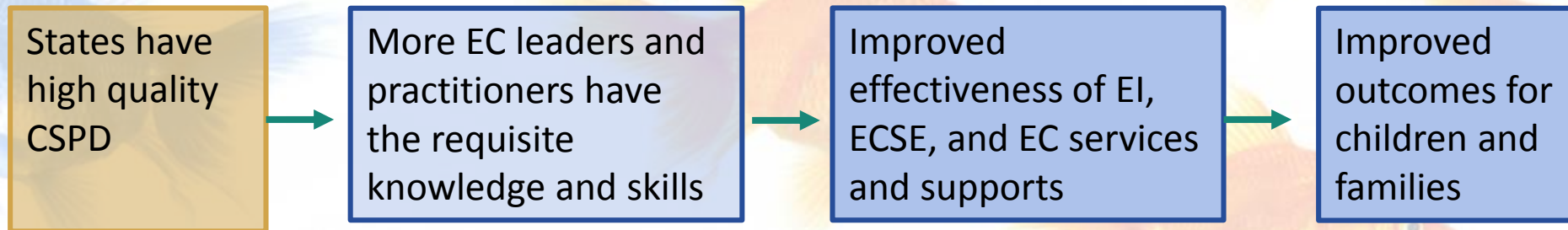
for the early childhood workforce
who serve infants, toddlers, and
preschool children with disabilities
and their families

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

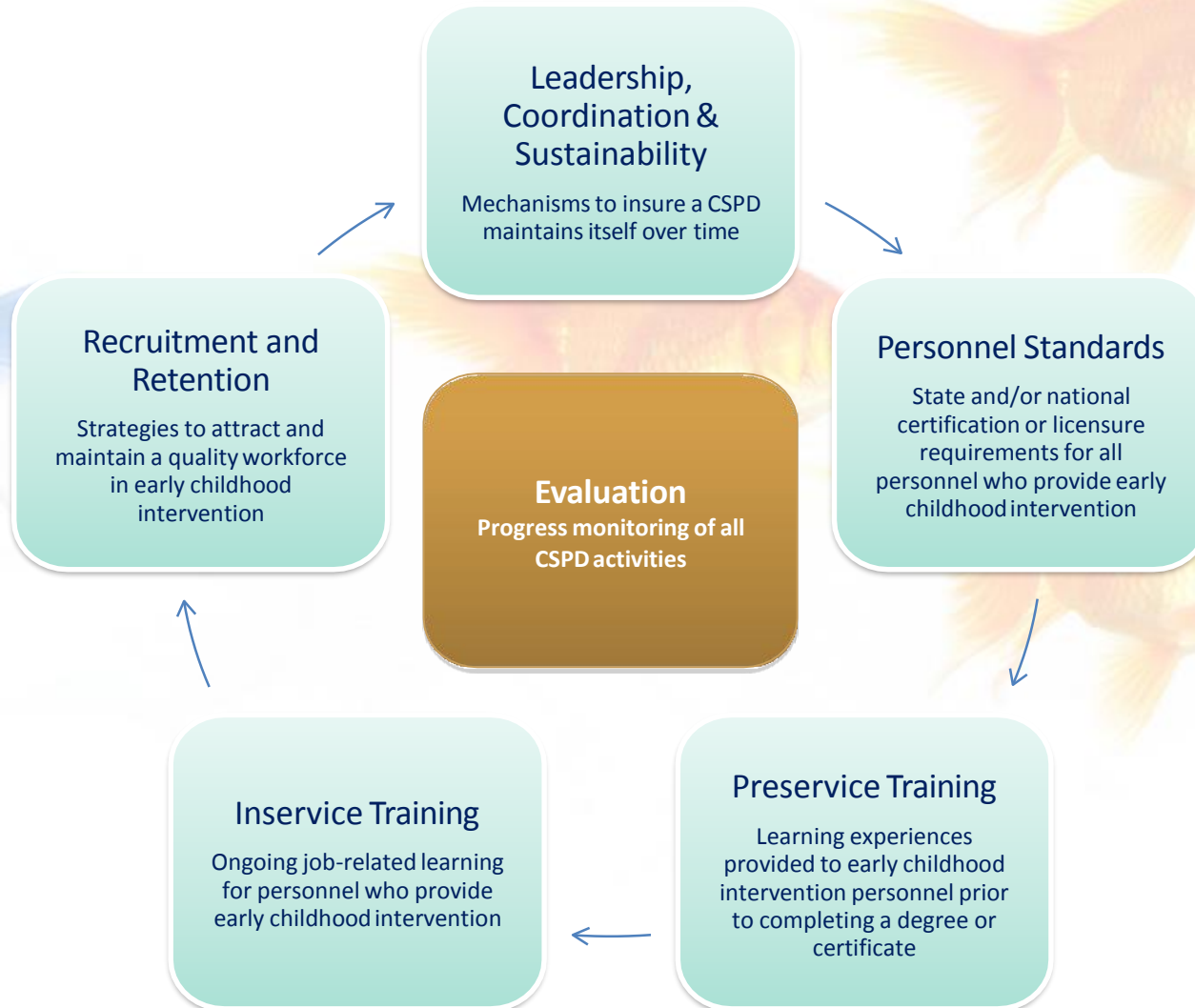
If we want improved outcomes for infants & young children with disabilities and their families THEN.....

Theory of Action

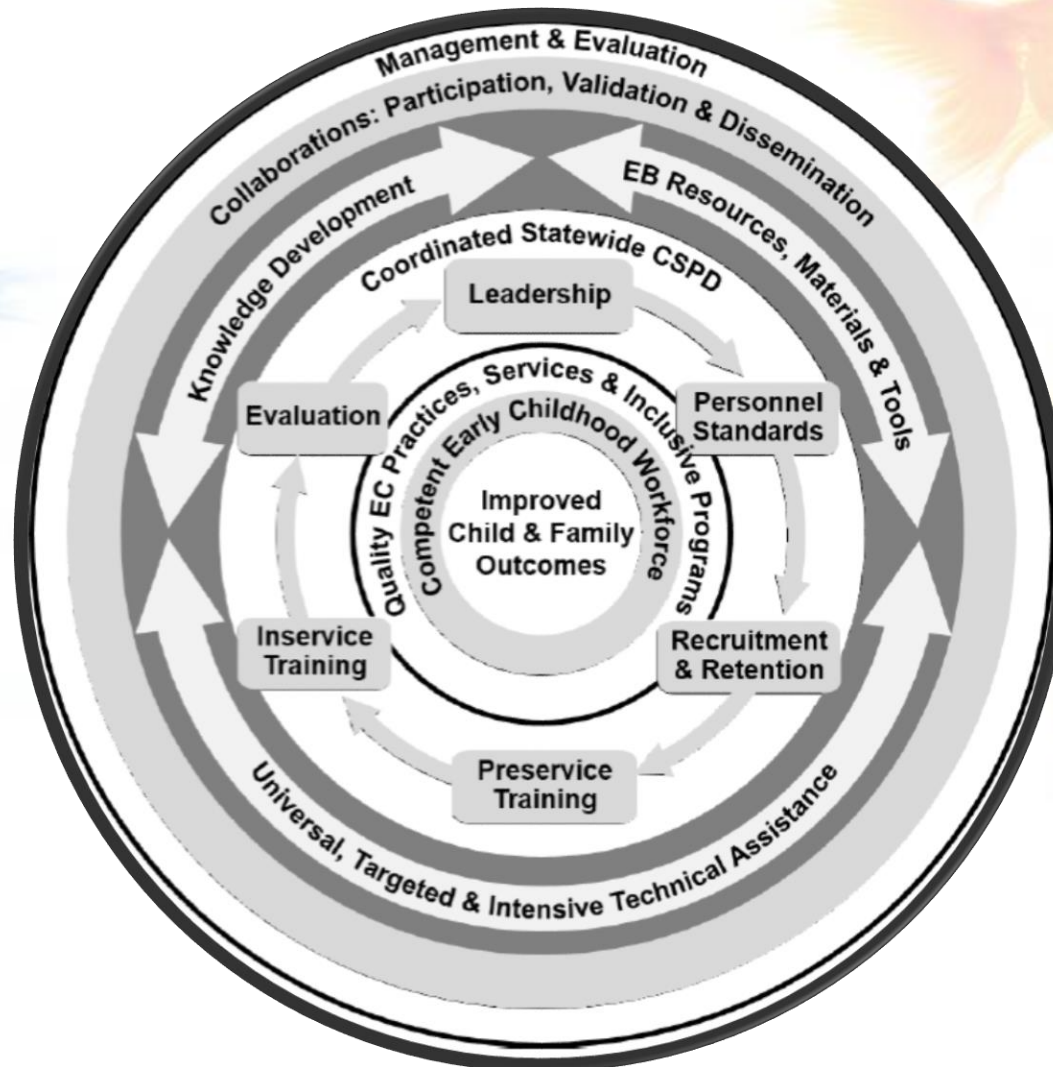
ECPC's focus



Early Childhood Personnel Center Comprehensive System of Personnel Development (CSPD)



Early Childhood Personnel Center Framework



Early Childhood Personnel Center Comprehensive System of Personnel Development (CSPD)

1

Recruitment and Retention

- ❖ Strategies to hire and maintain a qualified workforce

2

Personnel Standards

- ❖ Discipline specific knowledge, skills and competencies for EC workforce

3

Pre-Service Training

- ❖ Formal programs of study at an IHE to prepare the EC workforce

4

In-Service Training

- ❖ Ongoing learning activities to build and maintain the competence of the EC workforce

5

Leadership, Coordination and Sustainability

- ❖ Ongoing support of all personnel development activities

Building Capacity Through 619 Coordinators Discussion

1

Does your state collect data on early childhood special education teacher shortages? If yes, what are the data elements?

2

Does your state currently have early childhood special education teacher shortages? If yes, what are the approximate numbers?

3

Does your SEA have a plan for addressing early childhood special education teacher shortages?

4

What strategies is your SEA engaged in regarding the recruitment, preparation, and retention of early childhood special education teachers?

5

Would your SEA participate in an Early Childhood Personnel Center survey identifying your state's shortage data on early childhood special education teachers?

Questions?



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