Recruitment and Retention of Related Service Providers


**Reaction Questions:**

1. In your opinion, why is the effort to recruit and retain specialized instructional support personnel (SISP) important to us as stakeholders?

2. Please share the sources have been helpful to you in addressing the recruitment and retention of SISP?

3. What do you see as appropriate recruitment and retention strategies? Please give examples from your experience.

4. In what ways do the concepts presented in this brief relate to your local/state need? Please give examples.

5. What might be some unintended consequences in relation to current recruitment and retention strategies? From your experience, have you seen any of these consequences in action?

6. In your experience, what do you see as the intended outcome of recruiting and retaining specialized instructional support personnel? In relation to
   a. student outcomes,
   b. parent engagement, and
   c. teacher knowledge and skills?

7. From your experience, what barriers have you identified to recruiting and retaining SISP?
8. In your experience, in what ways is it important to vary retention strategies for different types of related services personnel?

9. What are you learning from your exit interviews with people leaving the field? Please give examples.

10. How are you currently collecting data on attrition rates and causes of attrition for SISP?
    a. What types of data are being collected?
    b. How do you measure the success of your recruitment and retention strategies?

**Application Questions:**

1. What does our ideal recruitment and retention plan look like? Describe the vision for recruitment and retention of SISP.

2. What does our population need? Based on this need, what types/roles of personnel are most critical to recruit and retain the necessary personnel?

3. What procedures can we put in place at the local/state level to determine if the current staffing of SISP meets the current and/or future needs of the local/state?

4. Who are the people currently engaged in our recruitment and retention efforts/process/practice/initiatives? Who else needs to be included? Please list.

5. What policies might we need to enact to enable strategies that are deemed the most effective?

6. What procedures can we put in place to determine that we have the quality and quantity of staffing to meet student needs?

7. Using the chart as a starting point, what policies might we need to change at the state or local level to increase appropriate numbers of available SIPSs? What steps can we take to affect such policy changes?
The following stakeholders worked together within the IDEA Partnership to create this dialogue starter:

Teacher
Pennsylvania

Family Member
New York

Higher Education
Indiana

Technical Assistance Provider
Virginia

Specialized Instructional Support Personnel
Maryland, Virginia, Washington, and Washington DC

Partnership Staff

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