An Insufficient Supply and a Growing Demand for Qualified Special Education Personnel: What School Districts Should Know


Scanned summary used as Topic Brief.

**Reaction Questions:**

1. From your experience, how do special education personnel contribute to the overall success of the school and the individual success of the student? Please give examples for
   a. Special education teachers
   b. Related service providers
   c. Paraprofessionals
   d. Special education administrators

2. In what ways might a shortage of special education personnel impact our children and youth and the services that they need to be successful in school?

3. From your experience, is there a shortage in our district/region/state of
   a. Special education teachers;
   b. Related service providers;
   c. Paraprofessionals; and
   d. Special education administrators?
   Please rate identified shortage areas as minimal, concerning, or critical and give examples that demonstrate your rating.

4. If there is a shortage of specific personnel, in what ways is the district/region/state using current staff differently? Please give examples from your experience.
5. In your opinion, what are the most critical needs specific to our school/district in relation to special education personnel shortages? Please explain why you regard this/these area(s) as most critical.

**Application Questions:**

1. How do you know if there is a shortage of specific qualified providers in your district/region/state? If you do not know, how will you find that information?

2. What processes can we put in place to raise awareness about the impact of shortages in special education personnel, including
   a. Special education teachers
   b. Related services providers
   c. Paraprofessionals
   d. Special education administrators

3. What strategies can we put in place to address the personnel shortages that we have identified?

4. What elements need to be a part of our ideal recruitment and retention plan? What incentives could we provide based on the assets in our community to improve pathways to meet the needs of our school/district?

The following stakeholders worked together within the IDEA Partnership to create this dialogue starter:

<table>
<thead>
<tr>
<th>Teacher</th>
<th>Pennsylvania</th>
<th>Virginia</th>
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<tbody>
<tr>
<td>Family Member</td>
<td>New York</td>
<td>Virginia</td>
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<tr>
<td>Higher Education</td>
<td>Indiana</td>
<td>Specialized Instructional Support Personnel</td>
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<td>Partnership Staff</td>
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<td>Maryland, Virginia, Washington, and Washington DC</td>
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