

## ADDRESSING THE REVOLVING DOOR: HOW TO RETAIN YOUR SPECIAL EDUCATION TEACHERS

### CHALLENGE

- **Media:** Meet Karen Street, an administrator. She's working through a stack of teacher applications, trying to fill yet another special education vacancy, the ninth this year. She wonders what can she do to close the back door and keep her best special education teachers in their classrooms? (movie)

### INITIAL THOUGHTS

- What factors do you think influence the attrition rate of special education teachers?
- What advice would you give Karen to reduce the number of special education teachers who leave her district each year?

### PERSPECTIVES AND RESOURCES

- Module Objectives (box)
  - After completing the entire Perspectives and Resources section and after reviewing the accompanying activities, you should be able to:
    - Describe factors that influence special education teacher attrition
    - Identify job-related supports for special educators that can improve retention.

#### 🔍 Page 1: Overview

- **Media:** Bonnie Billingsley shares her first-hand experience as a school administrator (audio)

#### 🔍 Page 2: Salaries and School Climate

- Beginning special education teachers are less likely to leave the teaching profession when they... (bulleted list)

#### 🔍 Page 3: Supportive Relationships

- Teachers who receive high levels of administrative support... (bulleted list)
- **Media:** Bonnie Billingsley explains how to provide relational support for special educators (audio)
- **Media:** Two special educators discuss the types of administrative support that they have received (audio)

#### 🔍 Page 4: Role Design

- **Media:** Bonnie Billingsley elucidates some of the common role-related problems that special educators face (audio)
- Questions for creating reasonable role expectations (bulleted list)
- **Media:** A special education teacher who left the field expresses her concerns (audio)
- **Media:** A special education teacher describes the support she received that has subsequently kept her in the field (audio)

### 🎧 Page 5: Beginning Special Educators

- Special educators who receive high levels of support... (bulleted list)
- **Media:** Bonnie Billingsley explain the importance of supporting beginning special education teachers (audio)
- Beginning teachers struggle with a range of problems such as... (bulleted list)
- **Media:** Two perspectives from first year teachers on their early career experiences (audio)

### 🎧 Page 6: Framework for Support

- Emotional and Psychological Support (bulleted list)
- Role Design and Feedback (bulleted list)
- Professional Development (bulleted list)
- Support with Work Tasks, Resources, and Problems (bulleted list)

### 🎧 Page 7: Scenario Analysis

- **Media:** Special Educator 1 shares his experiences (movie)
- **Media:** Special Educator 2 shares her experiences (movie)
- **Media:** Special Educator 3 shares her experiences (movie)
- **Media:** Special Educator 4 shares his experiences (movie)

### 🎧 Page 8: Conclusion

- Work Conditions/ Effects on Teachers/ Outcomes (table with bulleted list)

### 🎧 Page 9: References, Additional Resources and Information

- References
- Additional Resources and Information

## ASSESSMENT

- “Please complete the items below” (bulleted questions)

## WRAP UP

- **Media:** Bonnie Billingsley describes the importance of looking at the overall working environment of special educators (audio)
- Reflection on Initial Thoughts (box)