Module Home



**Outline­**

**Teacher Retention**:

Reducing the Attrition of Special Educators

* Module Description: This module highlights the key elements for school administrators who seek to support special educators and increase teacher retention (est. completion time: 1 hour).

Challenge

* Video: Meet Clara Kamei, the Principal of Mars Hill Middle School.…

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| NOTES |  |

Initial Thoughts

* What factors do you think influence special education teacher turnover?
* What can school leaders do to reduce the number of special education teachers who leave each year?

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Perspectives & Resources

* Module Objectives
* Identify key factors that influence teacher turnover and retention
* Identify six specific actions that school leaders can implement to improve retention

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* Page 1: Teacher Retention and Turnover
* Over the last three decades, schools have seen a shortage of qualified…
* For our purposes here, *teacher turnover* will be… [bullet points]
* High turnover can mean that… [bullet points]
* Did You Know?
* Reasons for Teacher Turnover
  + Experience
  + Retirement
  + Work-Related Experiences
    - Some commonly cited examples are… [bullet points]
    - Audio: Bonnie Billingsley reiterates some of the reasons…
    - Research Shows
* Methods for Tracking and Understanding Teacher Turnover
  + Method/How to Implement/Guiding Questions [table]

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* Page 2: A Model for Retaining Effective Special Educators
* The retention of special education personnel requires that school…
* Video: This model is summarized in the movie below.
* Implementing these three actions in combination… [bullet points]
* There are three key leadership actions associated with… [bullet points]
* Mars Hill Middle School

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* Page 3: Recruiting and Hiring
* Though some states provide significant help in recruiting teachers…
* Taking steps to hire the best possible applicants can have… [bullet points]
* Recruitment
  + Recruit and Hire Early [drop-down menu]
  + Advertise Your Programs and Use Social Media [drop-down menu]
  + Consider the Reserve Pool of Teachers [drop-down menu]
  + Recruit for a Diverse Workforce [drop-down menu]
  + Offer Incentives [drop-down menu]
  + Partner with Colleges and Universities [drop-down menu]
* Hiring
  + Incorporate Decentralized Hiring Practices [drop-down menu]
  + Develop a Job Description [drop-down menu]
  + Carefully Screen Applicants [drop-down menu]
  + Develop Questions for the Interviews [drop-down menu]
  + Audio: Lee Kirkpatrick, a former elementary school principal…
  + Mars Hill Middle School

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* Page 4: Teacher Induction
* Many professions—for example, medicine—offer extensive supports to…
* Induction is a critical phase of teacher development… [bullet points]
* Research Shows
* Audio: Listen as Lee Kirkpatrick discusses his district’s teacher…
* Link: Teacher Induction: Providing Comprehensive Training for New Special Educators [IRIS Module]
* Clearly State the Goals of the Induction Program [drop-down menu]
* Create Induction Programs That Go Beyond Mentoring [drop-down menu]
* Provide Opportunities for New Teachers to Connect… [drop-down menu]
* Carefully Consider the Mentor-Mentee Match [drop-down menu]
* Prepare and Support Mentors in Their Work [drop-down menu]
* Monitor the Effectiveness of Mentoring [drop-down menu]
* Monitor the Effectiveness of Induction Programs [drop-down menu]
* Mars Hill Middle School

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* Page 5: Professional Learning
* Special educators need to take part in meaningful learning experiences…
* Provide Learning Opportunities Centered on the Needs of Special…
* Help All Teachers Collaborate to Teach Diverse Learners
* Include Special Educators in Professional Learning Communities (PLCs)
* Create Opportunities for Special Educators to Observe Their Peers
* Audio: Felicia Palmer discusses the importance of training so that…
* Research Shows
* Activity

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* Page 6: Principal Support
* The degree of support offered by a principal can influence teacher…
* In addition, special educators who experience high levels… [bullet points]
* Welcome All Students, Teachers, and Parents
* Be Available and Provide Emotional Support
* Develop Knowledge about Special Education
* Focus on Getting to Know New Teachers
  + Audio: Lee Kirkpatrick talks about the importance of validating…
  + Activity

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* Page 7: School Climate
* Another way principals can influence teacher retention is by cultivating…
* Involve Teachers in Leadership and Decision-Making [drop-down menu]
* Facilitate the Work of Special Education Teachers [drop-down menu]
* Support Collaboration [drop-down menu]
* Lead System-Wide Efforts to Foster Positive Student… [drop-down menu]
* Activity

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* Page 8: Job Design
* Special educators’ jobs have been described as fragmented, with too…
* Objective/Rationale/Action Steps [table]

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* Page 9: References & Additional Resources
* Suggested module citation
* References
* Additional Resources
* Page 10: Credits
* Content Experts
* Module Developer
* Module Production Team
* Media

Wrap Up

* Summary of the module
* Revisiting Initial Thoughts

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Assessment

* Take some time now to answer the following questions.

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You Have Completed This Module

* Give Us Your Feedback
  + Link: Module Feedback Form
* Professional Development Hours
  + Link: IRIS PD Options
* Related Resources [link]