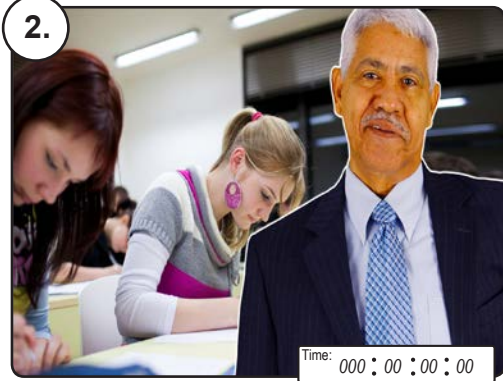


Description:
Dr. Monroe: I'm Jeff Monroe, Director of Special Education in the Montgomery School District. I'm proud of the work I've done during that time to recruit effective teachers, but right now I've got a bit of a problem.

Notes: _____



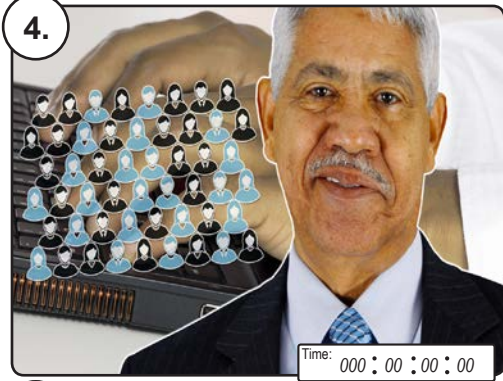
Description:
 Developing strong programs for our students with disabilities is my highest priority,

Notes: _____



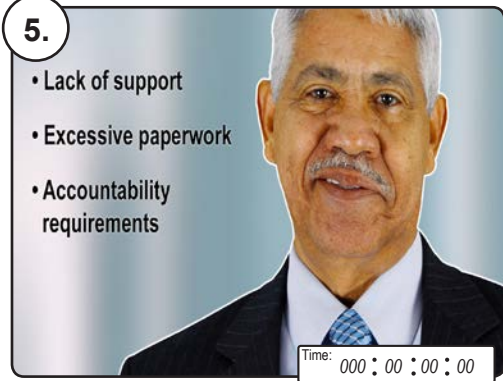
Description:
 and to do that we've got to find a way not only to recruit highly effective teachers but also to keep them.

Notes: _____



Description:
 Unfortunately, looking over my records recently, I realized that only twenty-eight of the fifty-one teachers I've recruited over the past five years are still teaching in our special education classrooms.

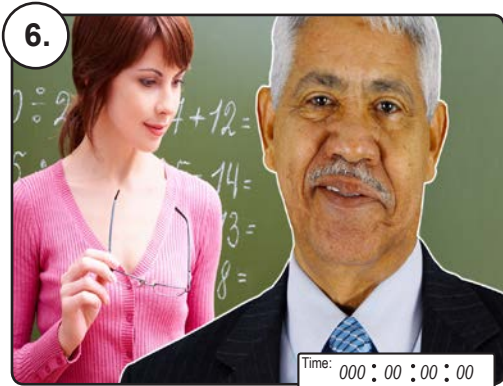
Notes: _____



- Lack of support
- Excessive paperwork
- Accountability requirements

Description:
 Teachers leave the profession for all kinds of reasons, but too many of my special educators are like

Notes: _____



Description:

Anna, who started fresh from college three years ago at Heights Middle School. Our exit interview played out in an all-too-familiar way...

Notes: _____



Description:

Anna: I spent so much time just figuring out what I was supposed to be doing. Many of my students were in general ed classes. I thought I was going to collaborate with the general education teachers, but most didn't seem to want to work with me. One even said she didn't understand why my students were in her class.

Notes: _____



Description:

Another suggested I come to class and just follow along with what was happening. I thought I was supposed to co-teach, not walk around the room checking to see how everyone was doing.

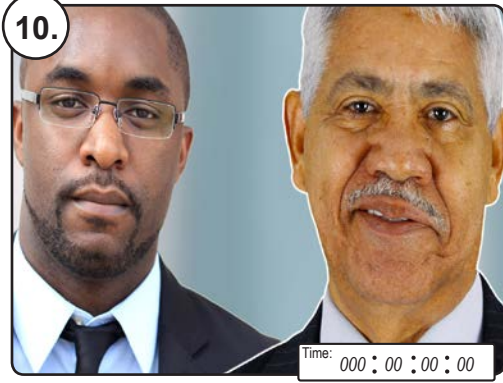
Notes: _____



Description:

Some students even thought I was a teacher's aide! Meanwhile, my caseload kept increasing.

Notes: _____



Description:

Dr. Monroe: And then there was Michael, who taught students with emotional and behavioral disorders.

Notes: _____

11.



Description:

Michael: I really struggled with behavior management. Last year, my class went through three different teachers.

Notes: _____

12.



Description:

The kids had made up a kind of teacher turnover game, you know, "How long will this one last?"

Notes: _____

13.



Description:

I also had difficulty helping my students learn the curriculum.

Notes: _____

14.



Description:

There wasn't anybody to turn to for help. I just felt so isolated.

Notes: _____

15.

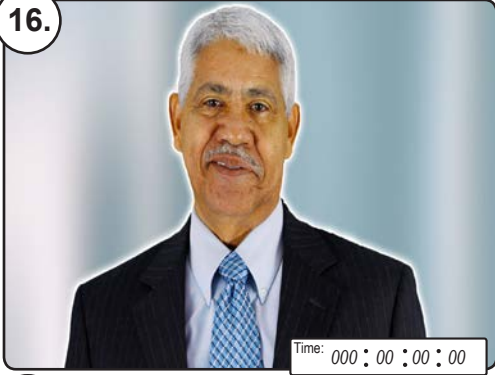


Description:

Dr. Monroe: Too many of my teachers have similar stories.

Notes: _____

16.



Description:

And as I begin to prepare this year's orientation, I'm thinking about our newest teaching recruits.

Notes: _____

17.



Description:

There's Christine, a first-time teacher who will work with students with autism spectrum disorders.

Notes: _____

18.

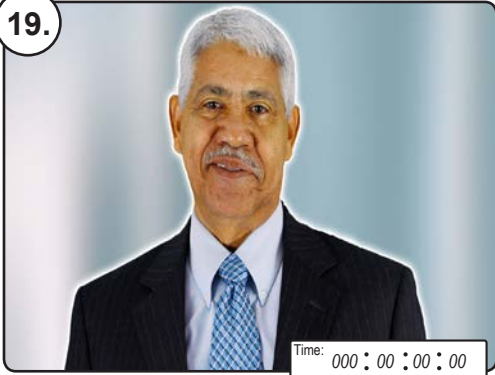


Description:

And then there's Jamal. We hired him because there weren't any applicants qualified to work with students with emotional disorders. Jamal is a PE teacher who's completed the state's special education certification test, which makes him eligible to teach while he takes additional courses.

Notes: _____

19.



Description:

I want to do all I can to make certain that they can be effective teachers who remain in their positions for a long time to come. However, I'm not sure how to support them through their first few years of teaching.

Notes: _____

20.



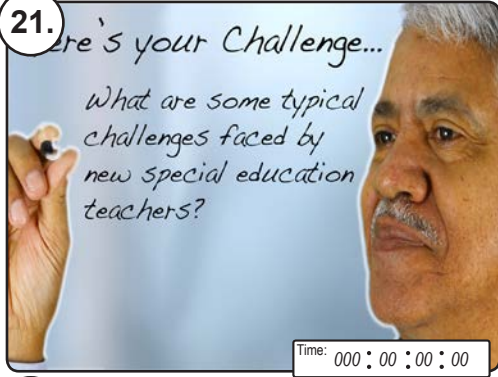
Description:

Here is your Challenge:

Notes: _____

21. Here's your Challenge...

What are some typical challenges faced by new special education teachers?



Time: 000 : 00 : 00 : 00

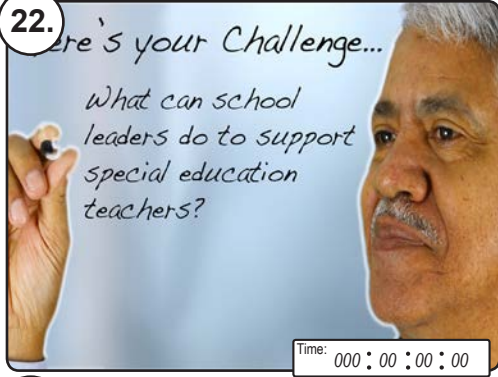
Description:

What are some typical challenges faced by new special education teachers?

Notes: _____

22. Here's your Challenge...

What can school leaders do to support special education teachers?



Time: 000 : 00 : 00 : 00

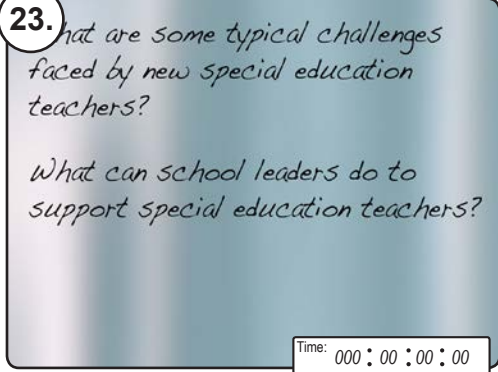
Description:

What can school leaders do to support special education teachers?

Notes: _____

23. *What are some typical challenges faced by new special education teachers?*

What can school leaders do to support special education teachers?

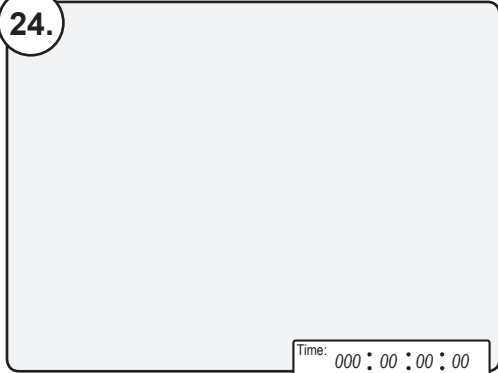


Time: 000 : 00 : 00 : 00

Description:

Notes: _____

24.

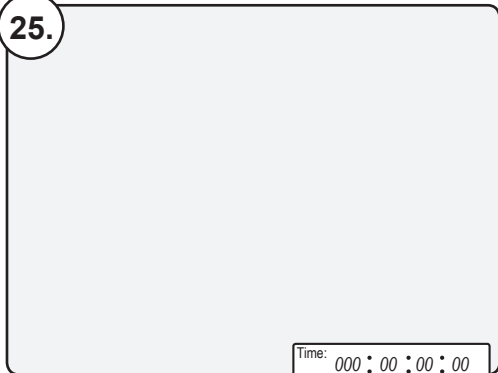


Time: 000 : 00 : 00 : 00

Description:

Notes: _____

25.



Time: 000 : 00 : 00 : 00

Description:

Notes: _____
