

Description:

Teacher Retention: Reducing the Attrition of Special Educators

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Description:

Meet Clara Kamei, the Principal of Mars Hill Middle School.

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Description:

She's reviewing applications, hoping to find highly effective candidates for the recent vacancies in special education.

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Description:

Two of her best early career teachers are leaving the field,

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and two mid-career teachers are transferring to general education positions.

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Yes, she knows that these teachers had some struggles. One was frustrated with the lack of collaboration with general education teachers,

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another complained about her growing caseload of students,

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and a third had a problem managing her students' behavior.

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If only Ms. Kamei had learned about their concerns earlier, she might have been able to do something.

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Description:

This is the fifth year in a row that Mars Hill Middle School has experienced high turnover.

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Description:

Ms. Kamei believes she has implemented appropriate recruiting and hiring strategies since she took her position three years ago, but they have not improved the turnover rate.

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She's frustrated because she recognizes that this high turnover rate has real consequences for the quality of education that students with disabilities receive.

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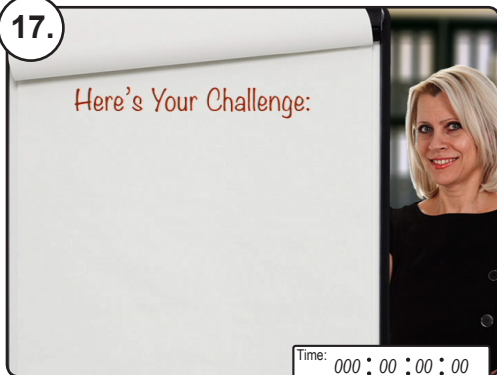


Description:

Ms. Kamei wonders what she can do to retain her special education teachers.

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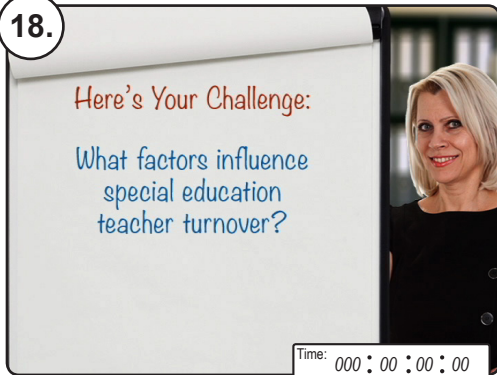


Description:

Here's your Challenge:

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18.

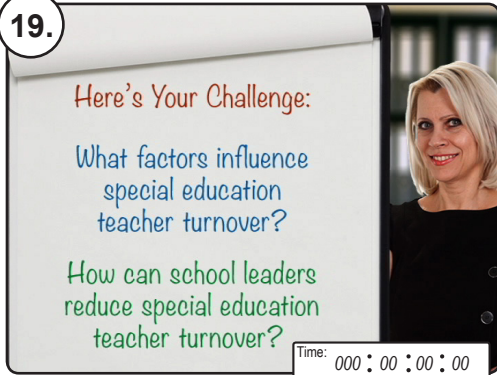


Description:

What factors influence special education teacher turnover?

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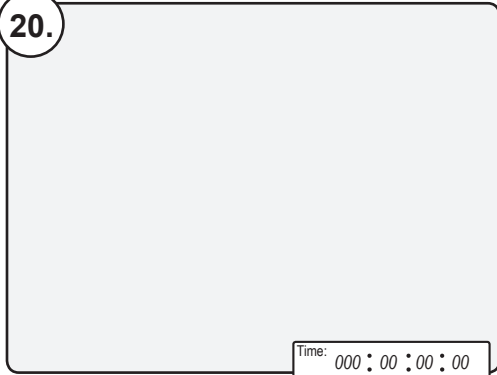


Description:

How can school leaders reduce special education teacher turnover?

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Description:

Notes: _____
