Shortages in Special Education Toolkit: Strategies Funding Guide

	Attract								Prepare							Retain													
	Pathways Into the Profession		Recruitment, Selection, & Hiring						Preparation Program Content & Pedagogy				Cert	Program Approval/Imps		Professional Learning & Support				Career Advancement			Teaching Conditions						
Potential Funding Sources	Grow Your Own	Alternative Programs	Status of the Profession	Incentives	Preparation Program Recruitment & Selection Practices	District Recruitment & Hiring Practices	Credential Reciprocity	Workforce Diversity	Professional Standards, Preparation Program Standards, & Advanced Teaching Standards	Evidence-Based Practices	EPP & District Partnerships	Practice-Based Coursework & Clinical Experiences	Initial Certification	Accreditation	Continuous Improvement	Educator Evaluation & Professional Learning Systems	Alignment from Preservice to Inservice	Mentoring & Induction	Recertification & Continued Licensure	Teacher Leadership	Tiered Licensure	Extending the Reach	Collaboration	Empowerment	Leadership	Diversify, Equity, & Inclusion	Social & Emotional Learning
School Improvement Funds: ESEA, Title I, Section 1003				•		•		•										•	•	•			•		•	•	•
Improving Basic Programs Operated by LEAs: ESEA, Title I-A						•		•												•			•		•	•	•
Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	•	•		•	•	•	•	•			•	•	•			•		•	•	•	•	•	•		•	•	•
Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	•			•		•										•		•		•			•		•		

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Supporting Effective Educator Development (SEED) Grants: ESEA, Title II-B, Subpart 4, Section 2242		•		•	•	•				•		•				•						•	•			•	
Small, Rural School Achievement (SRSA) Program: ESEA Title V, Part B, Subpart 1	•	•		•	•	•	•	•			•	•	•			•		•	•	•	•	•	•		•	•	•
Rural and Low-Income School (RLIS) Program: ESEA Title V, Part B, Subpart 2	•	•		•	•	•	•	•			•	•	•			•		•	•	•	•	•	•		•	•	•
Student-Centered Funding Pilot: ESEA, Section 1501(b)(2)	•	•									•	•						•									
Special Education Personnel Development Grants: IDEA, Subchapter IV (Part D)				•	•	•											•	•	•	•		•			•	•	•
Training and education costs: IDEA, 2 CFR § 200.472 (Part B)																•											

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Professional Development Activities: IDEA, Section 1454 (Part D)	•	•		•			•			•	•		•			•		•	•	•	•		•		•		•
Personnel Development to Improve Services and Results for Children with Disabilities Program (CFDA 84.325)				•	•						•	•													•		
Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V	•	•		•	•	•												•				•				•	
Teacher Quality Partnership (TQP) Grants: HEA, Title II-A									•	•	•	•		•	•												
Experimental Sites Initiative (ESI) for Federal Work Study Program (FWS): HEA, Title IV, Section 487A(b)				•								•															
Teacher Education Assistance for College and Higher Education (TEACH) Grant Program: HEA, Title IV				•																							

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Summary of Funding and Waivers, Eligible Entities, Mechanisms, Resources and Authorized Activities

School Improvement Funds: ESEA, Title I, Section 1003	
Eligible entities and funding mechanism	
Eligible entities: Local educational agencies (LEAs) with comprehensive or targeted support schools **Mechanism:** State educational agencies (SEAs) reserve funds from annual Title I entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs. SEAs may allocate awards to eligible LEAs on a competitive or formula basis.	
Resources	
Program information: https://www2.ed.gov/policy/elsec/leg/essa/1003awebinarandpresentation.pdf	
Authorized activities	
Section 1003 school improvement funds support the implementation of evidence-based strategies to improve student achievement in schools identified as comprehensive or targeted support schools. Funds may be used for any activities that the LEA determines will help an identified school elicit improved outcomes. SEAs must approve LEA school improvement plans. Allowable activities include:	
• Recruitment and Retention • Mentoring and Induction	• Professional Development • Instructional Coaches

Improving Basic Programs Operated by LEAs: ESEA, Title I-A	
Eligible entities and funding mechanism	
Eligible entities: SEAs and LEAs **Mechanism:** Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs. SEAs may reserve a portion of the state allocation for administration including statewide activities.	
Resources	
Program information: https://www2.ed.gov/programs/titleiparta/index.html **Legislation, regulations, and guidance:** https://www2.ed.gov/programs/titleiparta/legislation.html	
Authorized activities	
Title I-A provides supplemental funding to LEAs and schools with high numbers or percentages of students from low-income families for activities that enable students to meet challenging state standards. Allowable activities include:	
• Recruitment and Retention • Mentoring and Induction	• Professional Development • Instructional Coaches

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Preparing, Training, and Recruiting High-Quality Teachers and Principals: ESEA, Title II-A	
Eligible entities and funding mechanism	
Eligible entities: SEAs and LEAs **Mechanism:** Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs. SEAs must reserve a portion of the state allocation for statewide activities.	
Resources	
Legislation: https://www2.ed.gov/policy/elsec/leg/esea02/pg20.html **Guidance:** https://www2.ed.gov/policy/elsec/leg/essa/essatitleiipartaguidance.pdf **Program information:** https://www2.ed.gov/programs/teacherqual/index.html	
Authorized activities	
Title II-A provides funding for activities that increase academic achievement by improving the quality and effectiveness of teachers and leaders. Allowable activities include:	
• Reforming Educator Certification • Mentoring and Induction • Alternative Certification Routes • Recruitment and Retention • Reform Tenure • Professional Development	• Licensure Reciprocity • Merit-Based Compensation • Career Ladders/Teacher Advancement • Teacher and Leader Academies • Teacher and School Leader Residencies

Teacher and Leader Incentive Fund Grant: ESEA, Title II-B	
Eligible entities and funding mechanisms	
Eligible entities: SEAs with one or more LEAs; LEAs or consortium of LEAs; nonprofit organizations in partnership with one or more LEAs or an LEA and SEA. The majority of schools where educators participate must be high-need schools. **Mechanism:** Competitive grants administered by the U.S. Department of Education. Requires a 50% match.	
Resources	
Program information: https://www2.ed.gov/programs/teacherincentive/index.html **Legislation:** https://www2.ed.gov/policy/elsec/leg/essa/legislation/title-ii.html#TITLE-II-PART-B	
Authorized activities	
The Teacher and Leader Incentive Fund supports the development and implementation of performance-based teacher and principal compensation systems and related human capital management strategies that increase access to effective educators in high-need schools. Allowable activities include:	
• Performance-Based Compensation Systems • Human Capital Management System • Educator Evaluation	• Recruitment and Hiring • Teacher Leadership • Teacher and Leader Residency Programs

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Supporting Effective Educator Development (SEED): Grants ESEA, Title II-B, Subpart 4, Section 2242	
Eligible entities and funding mechanisms	
Eligible entities: Institutions of higher education, national nonprofits, Bureau of Indian Education, or partnerships of one of the aforementioned entities and a for-profit **Mechanism:** Competitive grants administered by the U.S. Department of Education	
Resources	
Program information: https://www2.ed.gov/programs/edseed/index.html#wn	
Authorized activities	
The SEED grant program supports the increase of highly effective educators by supporting the implementation of evidence-based preparation, development, or enhancement opportunities for educators. Allowable activities include:	
• Recruitment and Hiring • Professional Development	• Service and Learning Opportunities • Advance Credentialing

Small, Rural School Achievement (SRSA) Program: ESEA Title V, Part B, Subpart 1	
Eligible entities and funding mechanisms	
Eligible entities: LEAs that meet certain criteria **Mechanism:** Annual entitlement grants administered by the U.S. Department of Education. LEAs apply for funding directly through Grants.gov.	
Resources	
Program information: https://www2.ed.gov/programs/reapsrsa/index.html **Program webinar:** https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf	
Authorized activities	
The purpose of the SRSA program is to fund initiatives in rural LEAs focused on increasing academic achievement. SRSA funds may be used for any activities authorized under ESEA Title IA, IIA, III, IVA, and IVB. Allowable activities include:	
• Mentoring and Induction • Recruitment and Retention • Professional Development • Teacher Leadership	• Career Ladders/Teacher Advancement • Teacher and Leader Academies • Teacher and School Leader Residencies • Merit-Based Compensation

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Rural and Low-Income School (RLIS) Program: ESEA Title V, Part B, Subpart 2	
Eligible entities and funding mechanisms	
Eligible entities: SEAs and LEAs **Mechanism:** Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs.	
Resources	
Program information: https://www2.ed.gov/programs/reaprlisp/index.html **Program webinar:** https://www2.ed.gov/programs/reapsrsa/reapwhatleasneedtoknowinfy2019presentation.pdf	
Authorized activities	
The purpose of the RLIS program is to fund initiatives in rural LEAs focused on increasing academic achievement. RLIS funds may be used for any activities authorized under ESEA Title IA, IIA, III, and IVA. Allowable activities include:	
• Mentoring and Induction • Recruitment and Retention • Professional Development • Teacher Leadership	• Career Ladders/Teacher Advancement • Teacher and Leader Academies • Teacher and School Leader Residencies • Merit-Based Compensation

Student-Centered Funding Pilot: ESEA, Section 1501(b)(2)
Eligible entities and funding mechanisms
Eligible entities: LEAs **Mechanism:** Waivers from certain funding restrictions through local flexibility agreement demonstration agreement. LEAs apply directly to U.S. Department of Education.
Resources
Pilot Description: https://www2.ed.gov/policy/elsec/leg/essa/scfp/studentcentered.html **Application:** https://www2.ed.gov/policy/elsec/leg/essa/scfp/wsffapplication.docx **FAQ:** https://www2.ed.gov/policy/elsec/leg/essa/scfp/faqs.pdf
Authorized activities
The student-centered funding pilot provides waivers that allow LEAs to consolidate federal and local funds for flexible uses to better serve low-income or other disadvantaged students such as English learners, migratory children, and children who are neglected, delinquent, or at risk. Flexible uses of funding may be employed to enhance other allowable uses of local funds to attract, prepare, and retain effective teachers and leaders.

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Special Education Personnel Development Grants: IDEA, Subchapter IV (Part D)	
Eligible entities and funding mechanisms	
Eligible entities: SEAs, LEAs, or institutions of higher education, nonprofit organizations, or other organizations or agencies in cooperation with the SEA or an LEA **Mechanism:** Competitive grants administered by the U.S. Department of Education	
Resources	
Program information: https://www2.ed.gov/programs/osepprep/index.html **Legislation:** https://sites.ed.gov/idea/statute-chapter-33/subchapter-iv/part-b/1462	
Authorized activities	
The IDEA personnel development grants support research-based training and professional development to prepare special education, related services, early intervention, and regular education personnel to work with children with disabilities and ensure these personnel are fully qualified to serve students with disabilities. Priority areas for these grants are general personnel development, preparing beginning special educators, personnel serving children with low-incidence disabilities, and leadership personnel. Authorized activities include:	
• Technical Assistance • Personnel Preparation • Professional Development • Recruitment and Retention • Mentoring and Induction	• Instructional Leadership • Supporting the Use of Technology in Classrooms • Assist LEAs with Personnel Shortages • Minority Enrollment in Educator Preparation Providers

Training and education costs: IDEA, 2 CFR § 200.472 (Part B)
Eligible entities and funding mechanisms
Eligible entities: SEAs and LEAs **Mechanism:** IDEA Part B funding
Resources
Program information: https://www2.ed.gov/programs/osepprep/index.html **Legislation:** https://sites.ed.gov/idea/statute-chapter-33/subchapter-iv/part-b/1462
Authorized activities
The IDEA Part B funding funds are designed to pay for excess costs of providing a Free Appropriate Public Education to children with disabilities. These extra costs can include professional development for special education personnel and regular education teachers who teach children with disabilities.

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Professional Development Activities: IDEA, Section 1454 (Part D)
Eligible entities and funding mechanisms
Eligible entities: SEAs that receive a grant **Mechanism:** Competitive grants administered by the U.S. Department of Education
Resources
Program information: https://sites.ed.gov/idea/ **Legislation:** https://sites.ed.gov/idea/statute-chapter-33/subchapter-iv/part-a/1454
Authorized activities
Carrying out programs that provide support to both special education and regular education teachers of children with disabilities and principals: • Provide teacher mentoring, team teaching, reduced class schedules and caseloads, and intensive professional development. • Developing and implementing initiatives to promote the recruitment and retention of special education teachers, including (1) teacher mentoring from exemplary special education teachers, principals, or superintendents; (2) induction and support for special education teachers during their first 3 years of employment; and (3) incentives, including financial incentives, to retain special education teachers who have a record of success in helping students with disabilities. • Reforming special education and regular education teacher certification (including recertification) or licensing requirements to ensure that special and regular education teachers have the training and information necessary to address the full range of needs of children with disabilities and subject matter knowledge and teaching skills in the subjects they teach. • Programs that establish, expand, or improve alternative routes for state certification for special education teachers for individuals with a baccalaureate or master's degree, teacher advancement initiatives and career path opportunities, and teacher certification reciprocity.

Personnel Development to Improve Services and Results for Children with Disabilities Program (CFDA 84.325)
Eligible entities and funding mechanisms
Eligible entities: Institutes of Higher Education **Mechanism:** Competitive grants administered by the U.S. Department of Education
Resources
Program information: https://www2.ed.gov/programs/osepprep/index.html **Legislation:** https://www2.ed.gov/programs/osepprep/legislation.html
Authorized activities
325D: Preparation of Leadership Personnel 325K: Personnel Preparation in Special Education, Early Intervention, and Related Services 325N: Paraprofessional Preservice Program Improvement Grants 325T: Special Education Preservice Program Improvement Grants The purposes of this program are to (1) help address state-identified needs for highly qualified personnel—in special education, related services, early intervention, and regular education—to work with infants, toddlers, and children with disabilities; and (2) ensure that those personnel have the necessary skills and knowledge, derived from practices that have been determined through scientifically based research and experience, to be successful in serving those children.

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Strengthening Career and Technical Education for the 21st Century: Carl D. Perkins V	
Eligible entities and funding mechanisms	
Eligible entities: SEAs and LEAs **Mechanism:** Annual entitlement grants administered by the U.S. Department of Education. LEAs submit application to SEAs.	
Resources	
Program information: https://cte.ed.gov/ **Guidance:** https://s3.amazonaws.com/PCRN/docs/1830-0029-Perkins_V_State_Plan_Guide_Revised_9-12-19-_Expires_4-30-22.pdf	
Authorized activities	
Perkins V provides funding for career and technical education activities that support student preparation for career success. Authorized activities include:	
• Recruitment and Retention • Mentoring and Induction • Personnel Preparation • Professional Development • Collaborative Professional Development	• Instructional Leadership • Training to work with Special Populations • Addressing Personnel Shortages

Teacher Quality Partnership (TQP) Grants: HEA, Title II-A
Eligible entities and funding mechanisms
Eligible entities: Partnerships that include a high-need school district and its schools or high-need early childhood education programs and an institution of higher education or other eligible entities **Mechanism:** Competitive grant administered by the U.S. Department of Education
Resources
Program information: https://www2.ed.gov/programs/tqpartnership/index.html **Legislation, regulations, and guidance:** https://www2.ed.gov/programs/tqpartnership/legislation.html
Authorized activities
TQP grants support the development of master's residency programs or the reform of undergraduate preservice preparation programs that prepare teachers to work in high-need schools and subject areas.

Experimental Sites Initiative (ESI) for Federal Work Study Program (FWS): HEA, Title IV, Section 487A(b)
Eligible entities and funding mechanisms
Eligible entities: Institutions of higher education that participate in the Federal Work-Study (FWS) **Mechanism:** Waivers administered by the Office of Federal Student Aid at the U.S. Department of Education. Entities submit application to the Department and go through a screening and approval process.
Resources
Program information: https://experimentalsites.ed.gov/exp/index.html **Federal register:** https://ifap.ed.gov/fregisters/attachments/FR052319ESI.pdf
Authorized activities
The ESI waivers allow a limited number of institutions of higher education to test alternative methods of administering Higher Education Act Title IV, including increasing the number of hours per week that participating students may work and allowing institutions to pay low-income students for work experiences required by their program of study. The waivers may support an increase in the pipeline of students entering the teaching profession.

Teacher Education Assistance for College and Higher Education (TEACH) Grant Program: HEA, Title IV
Eligible entities and funding mechanisms
Eligible entities: Individuals must be (1) enrolled in a postsecondary school that participates in the TEACH Grant Program; (2) meet the basic eligibility criteria for federal student aid programs to apply; and (3) meet additional criteria available here: https://studentaid.ed.gov/sa/types/grants-scholarships/teach#eligibility. **Mechanism:** Interested individuals should contact the financial aid office at the school of enrollment for information. Individual awards of up to $4,000 annually.
Resources
Program information: https://studentaid.ed.gov/sa/types/grants-scholarships/teach#eligibility
Authorized activities
The TEACH Grant Program supports the recruitment of high-quality teachers in hard-to-staff areas and schools. As a condition of receiving a TEACH Grant, individuals sign a *TEACH Grant Agreement to Serve*. Requirements of the agreement include agreeing to teach • in a high-need field; • at an elementary school, secondary school, or educational service agency that serves students from low-income families; and • for at least four complete academic years within 8 years of completing (or ceasing enrollment in) the course of study for which the grant was received.

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Foundation Funding

A host of national foundations offer funding to support programs and strategies to attract, prepare, and retain effective teachers and leaders. Some foundations offer direct professional development for educators. Offerings may change annually or periodically based on strategic plans for each grant cycle, philanthropic focus, funding availability, and other factors. A few examples of foundations that consistently support educator-focused initiatives include:

Bill & Melinda Gates Foundation: Grants for organizations or programs that prepare or train teachers and leaders to better serve underserved student populations.

Carnegie Corporation of New York: Grants for improving systems that prepare, recruit, and develop teachers and leaders to serve the needs of diverse learners.

Hewlett Foundation: Grants that support teacher and leader preparation and retention.

Louis Calder Foundation: Grants for programs that identify and develop the qualities of highly effective teachers and leaders.

National Education Association Foundation: Grants for teachers and leaders to participate in high-quality professional development and groups including mentoring experiences.

Wallace Foundation: Grants and support for principal recruitment, training, and supervision and principal preparation programs.

A searchable online directory of foundations is available at: https://fconline.foundationcenter.org/

State Legislative Appropriations

State legislatures are on the front lines of developing legislation and play a key role in appropriating funds toward teacher recruitment, preparation, and retention, including legislation providing funding and other supports for innovation in district recruitment and retention. Some examples of legislation include:

- New Mexico's Grow Your Own Teachers Act
  Providing $6,000 in scholarships for paraprofessionals wanting to become teachers
- Louisiana Department of Education's Millennium Trust
  Proceeds from the tobacco settlement are used to fund improvements in educator practice
- Montana Senate Bill 115
  Funds an annual stipend up to $1,500 for National Board Certification and additional funds of up to $2,500 for educators who work in a high-poverty area or are in a school that is impacted by critical quality educator shortages.
- Hawaii Senate Bill 2278
  Established a teacher home assistance program to provide housing vouchers for full-time teachers.
- Wisconsin Assembly Bill 64
  Grant funding to coordinate with universities and colleagues to provide practicums and student teaching placement in rural districts
- North Carolina Senate Bill 257
  Offers loan forgiveness to candidates in special education or science, technology, engineering, and mathematics fields and offers scholarships/grants and loan forgiveness

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