High Impact Policy and Practice to Achieve Equitable Distribution of HQ Special Education Teachers:

Making a Difference With High Need Students

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NASDSE

IDEAs that Work
U.S. Office of Special Education Programs

State Policy and Practice

- Personnel Data Management Systems that collect, analyze, and report on:
  - Numbers of persons in the pipeline by preparation program, experience level of highly qualified teachers (HQTs) employed in SE by certification and preparation program, HQT transfers from other states, and potential HQT retirees
  - Data reports by local education agency (LEA)
  - SE student demographic data by LEA
  - LEA status with state, as reported to the Office of Special Education Programs

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State Policy and Practice

- Promoting and supporting partnerships between high need LEAs and in-state institutions of higher education (IHEs) to increase HQTs produced for local needs
  - Technology support for DE delivery
  - Tuition assistance for local community members, including paraprofessionals
  - Removing barriers to certification/licensure in high need disciplines

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State Policy and Practice

- Facilitating and supporting "best practices" in hiring and supporting of experienced HQTs for high need locales.
  - Examine local personnel data.
  - Engage preparation programs as partners.
  - Use Internet recruiting tools.
  - Support new and existing personnel through HQT mentoring and induction programs (trained SE mentors).
  - Train administrators on improving working conditions and providing appropriate teacher supports (individualized education program meeting, facilitation, parental relations, student behavior plans).

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What Are Your Barriers?

- Related to staff roles and responsibilities in implementing policy and practice for equitable distribution?

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What Are Your Barriers?

- Related to staff knowledge and skills in implementing policy and practice for equitable distribution?

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What Are Your Solutions?

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How Can We Help You?

- National Center to Improve Recruitment and Retention of Qualified Personnel for Children with Disabilities (Personnel Improvement Center)
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