pennsylvania DEPARTMENT OF EDUCATION

PaTTAN Pennsylvania Training and Technical Assistance Network

Attract – Prepare – Retain: Pennsylvania's Model for Strengthening the Special Education Personnel Pipeline

October 26, 2022

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The primary focus of APR is three-fold:

A priority of Pennsylvania's Bureau of Special Education (BSE)

To **attract** skilled, compassionate, and diverse individuals to the varied career options within the field of special education,

To **prepare** special education personnel by building capacity through targeted professional development, technical assistance, and supports, and

To **retain** special education personnel long-term through the collective efforts of federal, state, and local entities.

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Agenda

- Data Review
- Set the Vision
- Identify Targeted Projects
- Define Long-range Projects

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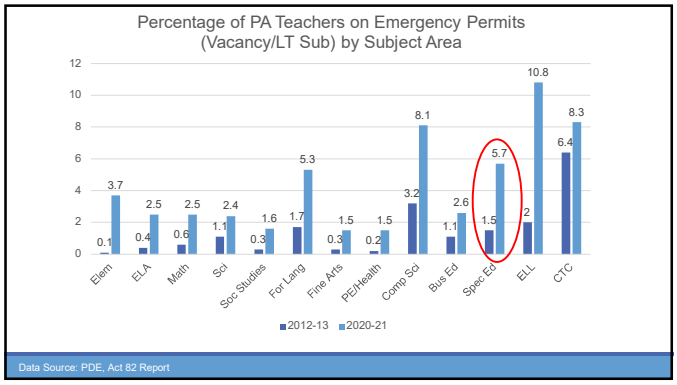
Percentage of PA Teachers on Emergency Permits
(Vacancy/LT Sub) by Subject Area
12
10
8
6
4
2
0
0.1
3.7
0.4
2.5
0.6
2.5
1.1
2.4
0.3
1.6
1.7
5.3
0.3
1.5
0.2
1.5
3.2
8.1
1.1
2.6
1.5
5.7
2
10.8
6.4
8.3
Elem
ELA
Math
Sci
Soc Studies
For Lang
Fine Arts
PE/Health
Comp Sci
Bus Ed
Spec Ed
ELL
CTC
2012-13
2020-21
Data Source: PDE, Act 82 Report

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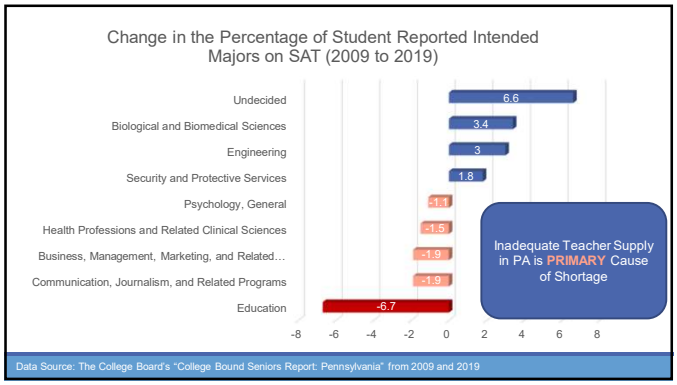
Change in the Percentage of Student Reported Intended
Majors on SAT (2009 to 2019)
Undecided
Biological and Biomedical Sciences
Engineering
Security and Protective Services
Psychology, General
Health Professions and Related Clinical Sciences
Business, Management, Marketing, and Related…
Communication, Journalism, and Related Programs
Education
6.6
3.4
3
1.8
-1.1
-1.5
-1.9
-1.9
-6.7
-8
-6
-4
-2
0
2
4
6
8
Inadequate Teacher Supply in PA is PRIMARY Cause of Shortage
Data Source: The College Board's "College Bound Seniors Report: Pennsylvania" from 2009 and 2019

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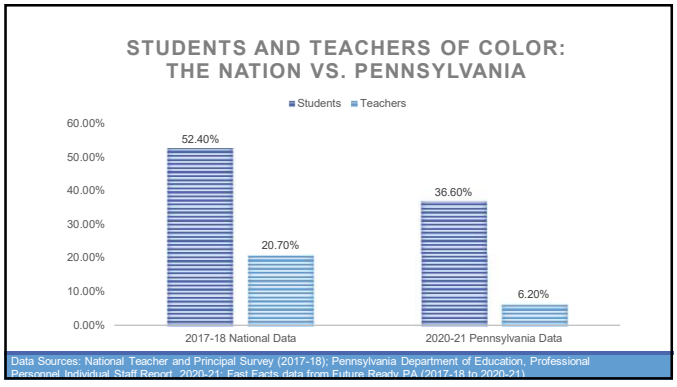
STUDENTS AND TEACHERS OF COLOR:
THE NATION VS. PENNSYLVANIA
Students
Teachers
60.00%
50.00%
40.00%
30.00%
20.00%
10.00%
0.00%
52.40%
20.70%
36.60%
6.20%
2017-18 National Data
2020-21 Pennsylvania Data
Data Sources: National Teacher and Principal Survey (2017-18); Pennsylvania Department of Education, Professional Personnel, Individual Staff Report, 2020-21; Fast Facts data from Future Ready PA (2017-18 to 2020-21)

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Defining the APR Vision

Review Data

- **Past** - Where were we?
- **Present** - Where are we currently?
- **Future** - Where do we want to be?

Define Outcome

- Increase the **quantity**, **quality**, and **diversity** of special education professionals within Pennsylvania through the **collective efforts** of LEAs, IUs, IHEs, related service providers, and BSE.

Create Plan

- **Year 1 (2020-2021)** – Action Planning
- **Years 2 & 3 (2021-2023)** – Implementation
- **Years 4 & 5 (2023-2025)** – Evaluate and Adjust

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5 Year Plan – Impact Areas

2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Development of: •"Grow Your Own" Programs •Induction Toolkits •Master Classes •Paraprofessional Credentialing •School Psychologist Internships Implementation of: •Coaching •Grant Opportunity •Media Campaign •Mentoring •Networking/Learning Communities	• "Grow Your Own" Programs • Grants to Increase Special Ed Pipeline Through Varied Pathways • Practicum & Field Experiences • Certification Processes and Procedures • Summer Residency Opportunities	• Loan Forgiveness • Tuition Reimbursement • Internships and Field Placements	• Loan Forgiveness • Tuition Reimbursement • Service Delivery Models	• Certifications • Higher Education Programming

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APR Structure for Success

BSE Leadership

- Provide Vision and Oversight
- Message Work to PDE and National Partners

APR Steering Committee

- Inform and Influence Long-Range Projects and Overall APR Plan

APR Core Team

- Provide Oversight on Projects
- Generate Messaging

PaTTAN

- Create and Implement Targeted Projects
- Assist SC in Long-Range Projects

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PaTTAN Targeted Projects

- Coaching
- Media Campaign
- Mentoring
- Networking and Learning Communities
- Grant Opportunity

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Grant Opportunity

Developing Future Special Educators Grantees

- Inspire the next generation of special educators
- Promote special education career pathways
- Develop and enhance learning experiences

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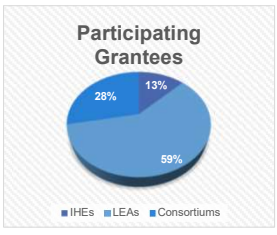
Grant Data



Experiential Learning Opportunity Themes:

	Activities
C	Career Exploration
EC	Extra Curricular
I	Instructional
J	Job Related
SO	Social
SU	Summer

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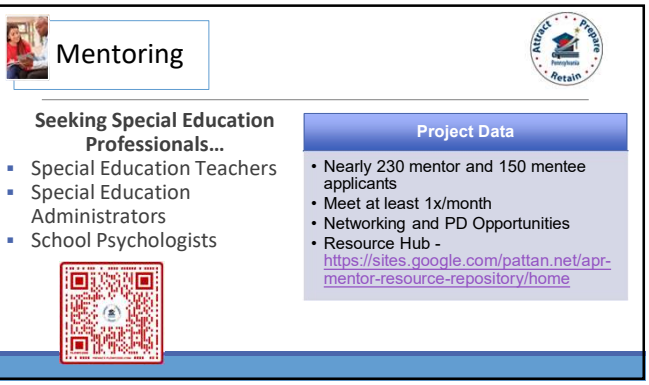
Mentoring
Seeking Special Education Professionals…
Special Education Teachers
Special Education Administrators
School Psychologists
Project Data
Nearly 230 mentor and 150 mentee applicants
Meet at least 1x/month
Networking and PD Opportunities
Resource Hub - https://sites.google.com/pattan.net/apr-mentor-resource-repository/home

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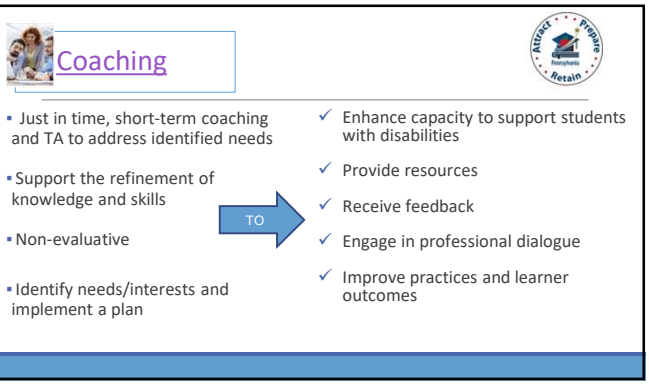
Coaching
Just in time, short-term coaching and TA to address identified needs
Support the refinement of knowledge and skills
Non-evaluative
Identify needs/interests and implement a plan
TO
Enhance capacity to support students with disabilities
Provide resources
Receive feedback
Engage in professional dialogue
Improve practices and learner outcomes

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Goals:
Build Connections
Share Effective Practices
Engage in Problem-solving
Learn from others
2022-2023 NETWORKING AND LEARNING COMMUNITY OPPORTUNITIES
YOU'RE INVITED

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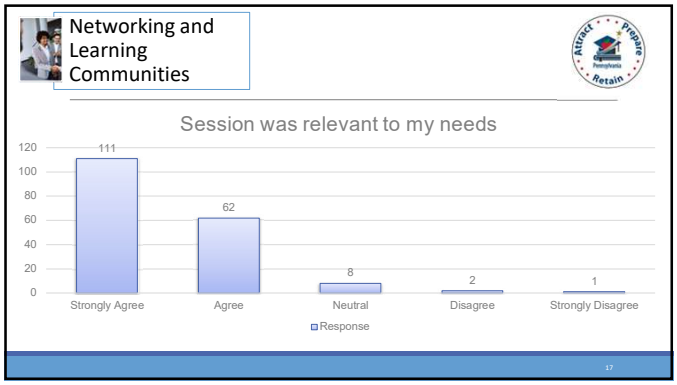
Networking and Learning Communities
Session was relevant to my needs
120
100
80
60
40
20
0
111
62
8
2
1
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree
Response
17

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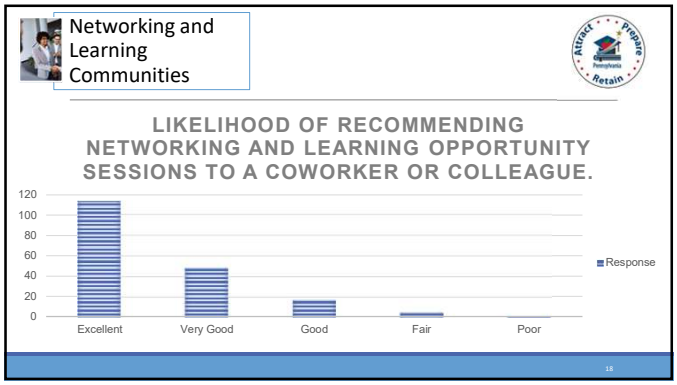
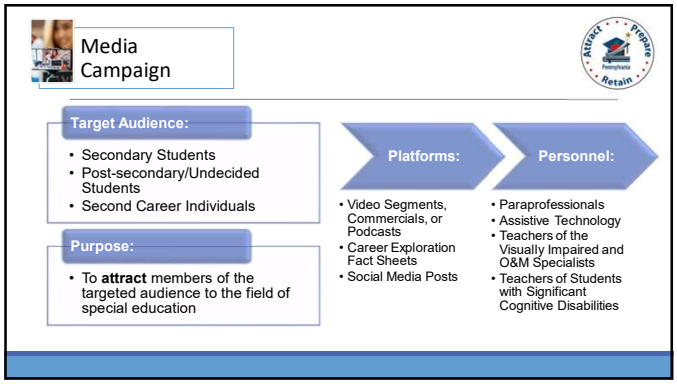

Networking and Learning Communities
LIKELIHOOD OF RECOMMENDING NETWORKING AND LEARNING OPPORTUNITY SESSIONS TO A COWORKER OR COLLEAGUE.
120
100
80
60
40
20
0
Excellent
Very Good
Good
Fair
Poor
Response
18

18


Media Campaign
Target Audience:
• Secondary Students
• Post-secondary/Undecided Students
• Second Career Individuals
Purpose:
• To attract members of the targeted audience to the field of special education
Platforms:
• Video Segments, Commercials, or Podcasts
• Career Exploration Fact Sheets
• Social Media Posts
Personnel:
• Paraprofessionals
• Assistive Technology
• Teachers of the Visually Impaired and O&M Specialists
• Teachers of Students with Significant Cognitive Disabilities

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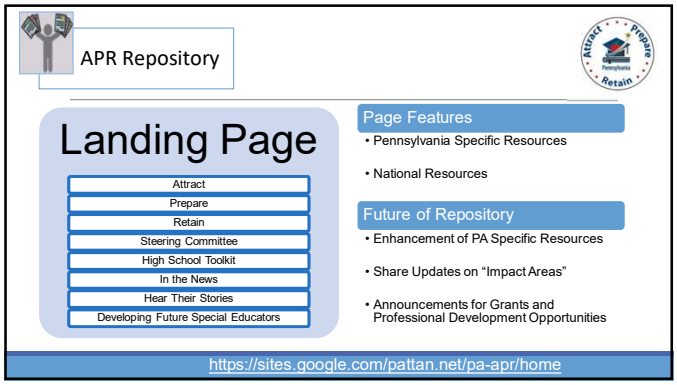
APR Repository
Landing Page
Attract
Prepare
Retain
Steering Committee
High School Toolkit
In the News
Hear Their Stories
Developing Future Special Educators
Page Features
• Pennsylvania Specific Resources
• National Resources
Future of Repository
• Enhancement of PA Specific Resources
• Share Updates on "Impact Areas"
• Announcements for Grants and Professional Development Opportunities
https://sites.google.com/pattan.net/pa-apr/home

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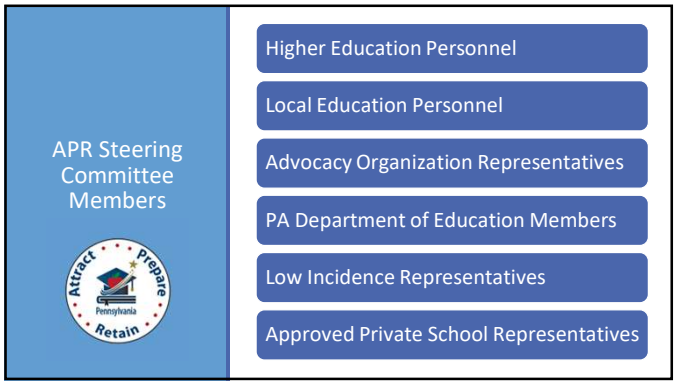
APR Steering Committee Members
Higher Education Personnel
Local Education Personnel
Advocacy Organization Representatives
PA Department of Education Members
Low Incidence Representatives
Approved Private School Representatives

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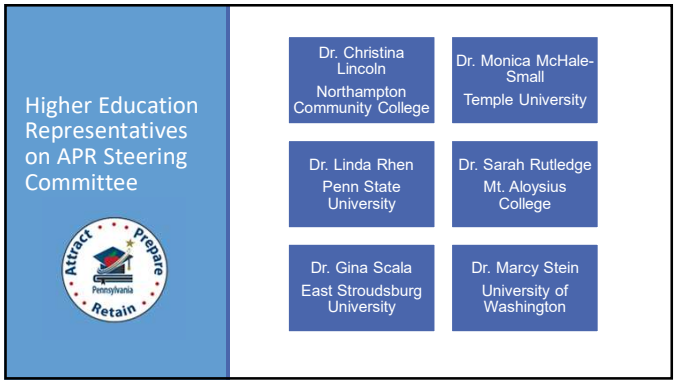
Higher Education Representatives on APR Steering Committee
Dr. Christina Lincoln
Northampton Community College
Dr. Monica McHale-Small
Temple University
Dr. Linda Rhen
Penn State University
Dr. Sarah Rutledge
Mt. Aloysius College
Dr. Gina Scala
East Stroudsburg University
Dr. Marcy Stein
University of Washington

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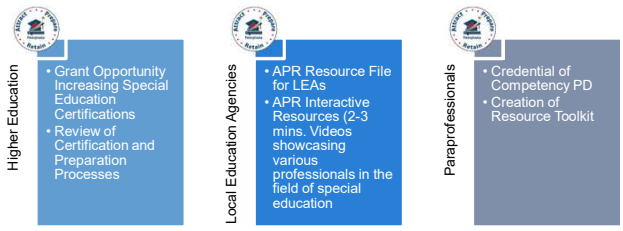
APR Steering Committee Workgroup Priorities



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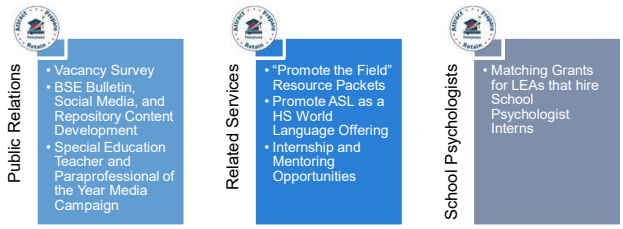
APR Steering Committee Workgroup Priorities



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Presenters:

Dr. Carole Clancy, Pennsylvania Bureau of Special Education

Dr. Gina Scala, East Stroudsburg University

Christine Moon, Pennsylvania Training and Technical Assistance Network (PaTTAN)

For more information or questions on:
Pennsylvania's Attract – Prepare – Retain

Contact:
Christine Moon, APR Statewide Lead
cmoon@pattanpgh.net

Commonwealth of Pennsylvania
Tom Wolf, Governor

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