

Teacher Retention: Reducing the Attrition of Special Educators

Use this outline to follow along with the module's main features. The blank "Notes" panels below each section are interactive and can be filled in using Adobe Acrobat. Otherwise, print this document and record your notes by hand.

Module Home

- Module Description: This module highlights the key elements for school administrators who seek to support special educators and increase teacher retention (est. completion time: 1 hour).
- *STAR Legacy Cycle*
- Related to This Module
 - Link: Module Outline
 - Video: Navigating an IRIS *STAR Legacy* Module
 - Link: IRIS and Adult Learning Theory
 - Wrap-Around Content Map

Challenge

- Video: Meet Clara Kamei, the Principal of Mars Hill Middle School. She's reviewing applications, hoping to find highly qualified candidates for the recent teacher vacancies in special education. Several of her best early career teachers are leaving the field, and two mid-career teachers are hoping to transfer to general education positions.

Notes

Initial Thoughts

- What factors do you think influence special education teacher turnover?
- What can school leaders do to reduce the number of special education teachers who leave each year?

Notes

Teacher Retention: Reducing the Attrition of Special Educators

Perspectives & Resources

❖ Module Objectives

- After completing the entire Perspectives & Resources section and reviewing the accompanying activities, you should:
 - Identify key factors that influence teacher turnover and retention
 - Identify six specific actions that school leaders can implement to improve retention
- This IRIS Module aligns with the following licensure and program standards and topic areas...

❖ Page 1: Teacher Retention and Turnover

- For our purposes, teacher turnover will be used to describe [bullet points]
- High turnover can mean that [bullet points]
- Did You Know?
- Reasons for Teacher Turnover
 - Experience
 - Retirement
 - Work-Related Experiences [bullet points]
- Audio: Bonnie Billingsley reiterates some of the reasons special education teachers experience work-related stress
- Research Shows
- Methods for Tracking and Understanding Teacher Turnover
 - Table: Monitoring methods

Notes

❖ Page 2: A Model for Retaining Special Educators

- A Leader's Model for Cultivating and Keeping Effective Special Educators
 - Graphic
- Cultivate Effective Special Educators [bullet points]
- Improve Work Conditions [bullet points]
 - Link: Map of State Induction and Mentoring Policies
- Revisiting the Challenge: Mars Hill Middle School

Teacher Retention: Reducing the Attrition of Special Educators

Notes

❖ Page 3: Recruiting and Hiring

- Taking steps to hire the best possible applicants can have important payoffs [bullet points]
- Recruitment [drop-down menus]
- Hiring [drop-down menus]
- Audio: Lee Kirkpatrick, former elementary school principal, shares some suggestions for recruiting new special education teachers
- Revisiting the Challenge: Mars Hill Middle School

Notes

❖ Page 4: Teacher Induction

- Induction is a critical phase of teacher development because... [bullet points]
- Research Shows
- Audio: Lee Kirkpatrick discusses his district's teacher induction program
- Graphic: The components of a comprehensive teacher induction program
- Link: For more detailed information about these components, view the IRIS Module Teacher Induction: Providing Comprehensive Training for New Special Educators
- Actions school leaders can take to increase the effectiveness of their teacher induction program [drop-down menus]
- Revisiting the Challenge: Mars Hill Middle School

Teacher Retention: Reducing the Attrition of Special Educators

Notes

❖ Page 5: Professional Learning

- Provide Learning Opportunities Centered on the Needs of Special Educators
- Help All Teachers Collaborate To Teach Diverse Learners
- Include Special Educators in Professional Learning Communities (PLCs)
- Create Opportunities for Special Educators To Observe Their Peers
- Audio: Felicia Palmer discusses the importance of training so that teachers can work together effectively
- Research Shows
- Activity

Notes

❖ Page 6: Principal Support

- Special educators who experience high levels of principal support [bullet points]
- Welcome All Students, Teachers, and Parents
- Be Available and Provide Emotional Support
- Develop Knowledge About Special Education
- Focus on Getting To Know New Teachers
- Audio: Lee Kirkpatrick talks about the importance of validating teachers
- Activity

Teacher Retention: Reducing the Attrition of Special Educators

Notes

❖ Page 7: School Climate

- Some ways principals can foster a positive school climate [drop-down menus]
- Activity

Notes

❖ Page 8: Job Design

- Table: Objective/Rationale/Action Steps

Notes

❖ Page 9: References & Additional Resources

- Suggested module citation
- References
- Additional Resources

Teacher Retention: Reducing the Attrition of Special Educators

❖ Page 10: Credits

- Suggested module citation
- Content Experts
- Module Developers
- Module Production Team
- Media Production Team
- Media
- Expert Interviews

Wrap Up

- Summary of the module
- Revisit your Initial Thoughts responses

Notes

Assessment

- Complete the numbered questions. Please note that the IRIS Center does not collect your Assessment responses. If this is a course assignment, you should turn them in to your professor using whatever method he or she requires.

Notes

Teacher Retention: Reducing the Attrition of Special Educators

Notes

You Have Completed This Module

- Give Us Your Feedback
 - Link: [Module feedback survey form](#)
- Professional Development Hours
 - Link: [IRIS PD Options](#)
- Related Resources [[links](#)]