Creating a Sustainable (and Effective) Special Education Workforce

Recruitment Strategies

- **Explore personnel pipelines**
- **Grow your own**
- **Understand routes to certification**
- **Promote your district and programs**

Bridging the Gap



Meeting service needs in times of staff shortages

- Subs
- Contracting

Retention Strategies

- **Understand strengths and needs of current staff**
- **Develop an MTSS for staff model**
- **Provide strategic professional development**
- **Provide tools and curriculum to increase efficacy**
- **Build a community of professionals**

Invest in people. Support their growth. Direct services to students is where the magic happens!