

Personnel Improvement Center's News You Can Use

December 8, 2009

In This Issue

What's Hot?

The Personnel Improvement Center (PIC) Launches Its First Bi-monthly Newsletter!

In order to strengthen the support our Center offers, we are now disseminating a bi-monthly newsletter and have updated our website! In this first edition of the PIC's News You Can Use, you will find links to the most recent information concerning recruitment, preparation and retention of highly qualified special education teachers. Subsequent editions will include information on other special education-related personnel, such as early interventionists, related service providers and administrators. We will also provide you with the latest news in the area of teacher quality and the American Recovery and Reinvestment Act (ARRA) funds. Check out our new [website](#).



All-State Call

Call into our next All-State call on December 17th at 3 p.m. EST, when we will take you on a tour of the newly revised PIC website and share the work we are doing in nine states this year! To join in call toll-free @ 1-877-973-1057. Use passcode #449068.



American Recovery and Reinvestment Act (ARRA) Funds

Check out the National Comprehensive Center for Teacher Quality's [Interactive Mapping Tool](#) to help develop your strategic plan for the use of ARRA funds!

Edweek's [expert panel discusses guidelines](#) recently released by the U.S. Department of Education relating to President Barack Obama's stimulus plan and how school districts can use these once-in-a lifetime resources to ensure that effective teachers for students with disabilities are equitably distributed.

Featured State Work

Check out how Arizona is attempting to improve teacher quality! A \$6.7 million grant has been awarded to Arizona State University to enable more students in the Arizona Native American communities to earn teacher certification. [Read more...](#)

Featured Local Work

The Baltimore City Schools are partnering with Baltimore City Community College to assist paraprofessionals (who hold only a high school diploma) transition to a bachelor's degree in special education. [Read more...](#)

- ▶ [What's Hot?](#)
[Getting Them In - Recruitment and](#)
- ▶ [Preparation Strategies That Work](#)
[Once You've Got Them, How Do You Keep Them?](#)

Highlights



Need More Information?

Want to find out more about careers, licensure, and preparation programs for special education teachers? Log on to our [website](#) or call our national recruitment coordinator at 1-866-BECOME1, today!

Find Us on Facebook!

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Getting Them In - Recruitment and Preparation Strategies That Work



Staffing Classrooms With Highly Qualified Teachers

The National Association of Secondary School Principals put together a task force consisting of 11 middle and high school principals and assistant principals who developed a list of recommendations to Congress for the reauthorization of IDEA. Highlights include a call for more direct support to states for the recruitment of highly qualified special education teachers. [Click here to see the full list.](#)

Teaching As A Second Career

The demand for highly qualified special education teachers is growing. States and personnel preparation programs are under pressure to use the most up-to-date recruitment strategies. A recent report offers directions for policy makers, preparation programs and researchers by discussing the motivations of a potential career change to teaching. Further perspective is provided on key findings and places them in the context of the nation's most critical teacher recruitment and development challenges and trends. [Read More](#)

Virtual Personnel Preparation Programs For Special Educators

Many states are experiencing teacher shortages, specifically in the area of special education. NASDSE's Project Forum, fully funded by the US DOE Office of Special Education Programs, has published a report on how states are utilizing [virtual preparation programs](#). Virtual programs benefit students living in remote parts of states and older students with less flexible scheduling. They also reduce university costs while increasing enrollment.

How Do We Prepare Quality Educators Before they Enter the Field?

Partnerships are ONE Answer! Partnerships between K-12 school districts and teacher education programs are a logical mechanism for addressing many of the challenges related to teacher quantity and quality. Building systems where teacher education programs provide substantive field experiences for teacher candidates, customize professional development and utilize student achievement data to guide continuous improvement in their programs can be achieved through partnerships between teacher education programs and the schools that employ their graduates. [Read more](#)

Once You've Got Them, How Do You Keep Them?



Wondering How To Get the "Total Package"?

Retaining well-rounded quality teachers is a dilemma for school districts across the nation. The National Comprehensive Center for Teacher Quality (TQ Center) has drafted a report about the necessity for systemic reform that includes all of the traditional strategies, such as induction and mentoring, working conditions and performance pay, as well as opportunities for teacher leadership. While this may sound like an overwhelming task to take on, the TQ Center provides resources to assist states in realizing this goal. [Read more](#)



Secretary Duncan's Corner

U.S. Secretary of Education Duncan announced [awards](#) of \$43 million for 28 new five-year Teacher Quality Partnership grants to improve instruction in struggling schools. These grants will be used to reform traditional university teacher preparation and teacher residency programs.

New Teachers Always Need Support!

The New Teacher Center (NTC) recently highlighted the Santa Cruz New Teacher Project which supports beginning teachers with resources and mentoring. The eleven year project has successfully supported over 1,400 K-12 teachers make the difficult transition to the teaching profession. [Read More](#)

It's Not Just About Keeping Them, But Ensuring Quality Instruction

The current movement for paying teachers based on how well they teach, rather than how long they've been on the job, represents at least the fourth wave of national interest in performance-pay plans, two scholars say in a new book. With some deliberate planning and attention to what drives teachers to enter the field, the Harvard Graduate School of Education researchers contend that recent efforts to reshape teacher-pay systems might not be as short-lived as they were in the past. [Read more...](#)

The National Center to Improve the Recruitment and Retention of Qualified Personnel for Children with Disabilities (Personnel Improvement Center). A Cooperative Agreement, H325C080001, between the US Department of Education and the National Association of State Directors of Special Education.
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